

M G ELECTRIC (COLCHESTER) LTD

PUR-PY-001 – LABOUR STANDARDS POLICY

Labour Standards Assurance System for Healthcare Products Supplied within NHS Supply Chain Framework Agreements

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Revisions			MGE		

AMENDMENT RECORD

Revision	Page	Section	Amendment Detail

1.0 PURPOSE

MGE recognises its responsibility to ensure good social and ethical practices within its own operations and within its supply chain. We also acknowledge that every supplier and worker deserves the right to live and work with dignity and respect, in decent and safe conditions and earn fair rates of pay and that under these conditions, both they and their companies benefit from increased commitment and productivity. As part of the NHS Supply Chain's Labour Standards Assurance System, this policy outlines the principles and guidelines MGE and our suppliers are required to comply with, to ensure that good labour standards are driven throughout our supply chain. We are committed to supporting our suppliers as they continually improve their performance and progress to compliance.

This policy document is applicable and must be adhered to by all MGE employees.

2.0 SCOPE

This policy details MGE's commitment to upholding an ethical labour policy in-line with its legal and moral obligations. The standards are maintained within the Company and the Suppliers within the Company's supply chain.

These ethical standards cover:

1. Child labour
2. Forced or compulsory labour
3. Freedom of association and right to collective bargaining
4. Discrimination
5. Health and Safety
6. Working hours
7. Remuneration

As part of our commitment to quality and our ISO9001 & ISO13485 standards, we continually assess and monitor our own performance and process controls and those of our suppliers. Our aim is to ensure that standards are continuously improving.

The Organisation commits to making available sufficient resources for the implementation of this policy.

2.1 GENERAL PRINCIPLES

As a manufacturer of Healthcare Products, MGE recognize our obligation to provide our customers with high quality, professional goods and services at a competitive price whilst ensuring that at no point is any person in any part of the supply chain exploited or treated in a way that breaks relevant employment legislation. We are fully aware of the responsibilities we bear to all parties involved in each of the stages involved in producing our products and have such developed this policy to outline the standards that we, and ultimately all stakeholders involved with the business, should seek to adhere to. MGE shall show a preference, where appropriate, to suppliers with higher labour standards.

2.2 AIMS

The aim of this policy is to promote understanding and awareness of employment laws and ethical standards. By detailing our labour standards to all parts of our supply chain we hope to develop better ethical standards by motivating our suppliers to adhere to it. It also describes the standard required of potential future suppliers. MGE Labour Standards objectives are as follows:

- To become a progressive ethical company and comply with the ETI Base Code
- Communicate to our Key Suppliers the requirements detailed in this policy and their current compliance with the standards defined in this Policy by May 2017
- To achieve Level 1 Compliance of the NHSSC Labour Standard Assurance System (LSAS) by June 2017
- To achieve Level 2 Compliance of the NHSSC Labour Standard Assurance System (LSAS) by September 2017
- Encourage all parties in our supply chain to improve their own existing labour standards system

3.0 LABOUR STANDARDS POLICY

3.1 POLICY STATEMENT

MGE policy in relation to labour standards as relevant to the organization itself, contractors, sub-contractors, suppliers and any other parties engaged through the supply chain is as follows:

- We shall comply to all Employment Laws relevant to our business
- We comply to the Health and Safety Act 1974 – as outlined by the Employee Handbook
- We comply with all other Employment legislation – as outlined by the Employee Handbook
- We will work towards the ETI Base Code. This demonstrates compliance with the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with international, national and local law and practice
- We shall encourage all suppliers and contractors to adhere to the Ethical Trading Initiative as part of their respective contracts

The ETI Base Code can be found at:

www.ethicaltrade.org/eti-base-code