

ETHICAL SOURCING POLICY

Responsible Supply Chain Management

Effective Date: February 2025

1. POLICY STATEMENT

SCRBS is committed to conducting business in an ethical, responsible, and sustainable manner. As a company founded by healthcare professionals who have experienced first-hand the importance of dignity, respect, and fair treatment in the workplace, we extend these same values throughout our entire supply chain.

This Ethical Sourcing Policy sets out our commitment to ensuring that all workers involved in producing our medical scrubs and healthcare uniforms are treated fairly, work in safe conditions, and are paid appropriately for their labour. We expect all our suppliers, manufacturers, and business partners to uphold the same high ethical standards that we hold ourselves to.

This policy complements our Modern Slavery Statement and Sustainability Policy, forming part of our comprehensive approach to responsible business practices.

2. CORE ETHICAL PRINCIPLES

Our ethical sourcing practices are guided by the following fundamental principles:

2.1 Human Rights and Dignity

We are committed to respecting and promoting human rights throughout our supply chain:

- All workers are treated with dignity and respect
- No discrimination based on race, colour, gender, age, religion, disability, nationality, social origin, sexual orientation, or political opinion
- No harassment, abuse, or inhumane treatment
- Workers' rights to freedom of association and collective bargaining are respected
- Grievance mechanisms are available for workers to raise concerns

2.2 Fair Labour Practices

We require that all workers in our supply chain:

- Are employed on a voluntary basis with no forced, bonded, or involuntary labour

- Receive fair wages that meet or exceed legal minimum requirements and industry standards
- Are provided with written employment terms in a language they understand
- Work reasonable hours with appropriate rest periods
- Receive overtime compensation in accordance with legal requirements
- Are entitled to legally mandated benefits and leave

2.3 Child Labour Prohibition

We have zero tolerance for child labour:

- No workers under the age of 15 (or under the compulsory school-leaving age, if higher)
- No workers under 18 in hazardous work or night shifts
- Young workers (15-18) receive appropriate protections and working conditions
- Compliance with ILO Conventions 138 and 182 on child labour

2.4 Health and Safety

Safe and healthy working conditions are non-negotiable:

- Clean, safe, and hygienic working environments
- Adequate lighting, ventilation, and temperature control
- Proper safety equipment and protective gear where needed
- Fire safety measures and emergency exits
- Access to clean drinking water and sanitary facilities
- Health and safety training for workers
- Compliance with all relevant health and safety regulations

2.5 Environmental Responsibility

Our suppliers must demonstrate commitment to environmental protection:

- Compliance with environmental laws and regulations
- Responsible management of waste, water, and emissions
- Proper handling and disposal of chemicals and hazardous materials
- Efforts to reduce environmental impact and improve sustainability
- Transparency about environmental practices and performance

2.6 Business Integrity

We expect honesty and integrity in all business dealings:

- No bribery, corruption, or unethical business practices
- Transparent and honest communication
- Compliance with all applicable laws and regulations
- Fair competition and respect for intellectual property
- Accurate record-keeping and documentation

3. SUPPLIER REQUIREMENTS AND EXPECTATIONS

3.1 Mandatory Compliance

All suppliers must:

- Comply with this Ethical Sourcing Policy
- Adhere to all applicable national and international laws and regulations
- Maintain their own policies on labour rights, health and safety, and environmental protection
- Communicate these requirements to their own suppliers and subcontractors
- Provide accurate information about their operations and supply chains
- Cooperate with audits, assessments, and improvement programmes

3.2 Documentation and Transparency

Suppliers are expected to provide:

- Copies of relevant policies, procedures, and certifications
- Information about their supply chain, including subcontractors
- Evidence of compliance with labour, safety, and environmental standards
- Records of wages, working hours, and employment contracts
- Third-party audit reports or certifications (e.g., SA8000, WRAP, BSCI, Fair Trade)

3.3 Continuous Improvement

We encourage suppliers to:

- Invest in worker training and development
- Implement management systems for labour, safety, and environmental performance
- Seek third-party certifications demonstrating ethical practices
- Engage with industry initiatives and multi-stakeholder programmes
- Share best practices and collaborate on improvements

4. DUE DILIGENCE AND SUPPLIER ASSESSMENT

4.1 Supplier Selection Process

Before engaging new suppliers, we conduct due diligence that includes:

- Assessment of supplier's ethical and environmental policies
- Review of certifications and audit reports where applicable
- Risk assessment based on country, sector, and production processes
- Reference checks and reputation assessment
- Evaluation of transparency and willingness to collaborate

- Assessment of which companies they already supply

4.2 Risk Assessment

We assess ethical sourcing risks based on:

- Geographic location and country-specific labour rights records
- Industry sector and production processes
- Use of subcontractors and complexity of supply chain
- Presence of vulnerable worker populations
- Previous audit findings or concerns

Higher-risk suppliers receive enhanced scrutiny, more frequent monitoring, and targeted support for improvement.

4.3 Ongoing Monitoring and Audits

We monitor supplier performance through:

- Regular communication and relationship management
- Annual self-assessment questionnaires
- Review of updated documentation and certifications
- Third-party audits for higher-risk suppliers
- Site visits when feasible
- Investigation of any concerns or allegations

5. NON-COMPLIANCE AND CORRECTIVE ACTION

5.1 Remediation Approach

When issues are identified, we take a collaborative approach to remediation. We believe that working with suppliers to improve conditions is often more effective than immediate termination, which can harm the very workers we seek to protect.

Our remediation process includes:

- Documenting findings and communicating concerns to the supplier
- Developing a corrective action plan with clear timelines
- Providing support and guidance for improvement
- Monitoring implementation of corrective actions
- Verifying that issues have been resolved

5.2 Serious Violations

For serious violations, including but not limited to:

- Forced labour or human trafficking

- Child labour
- Severe health and safety violations posing immediate danger
- Physical or sexual abuse
- Refusal to remediate or repeated violations

We will take immediate action, which may include suspension or termination of the business relationship. We will also report serious violations to relevant authorities where appropriate.

5.3 Responsible Exit Strategy

If termination of a supplier relationship is necessary, we will:

- Consider the impact on workers and seek to minimise harm
- Provide clear communication about reasons for termination
- Honour existing contractual obligations where appropriate
- Learn from the experience to improve future supplier selection

6. TRAINING AND CAPACITY BUILDING

6.1 Internal Training

We ensure our team understands ethical sourcing through:

- Training on this policy and ethical sourcing principles
- Understanding of labour rights, environmental issues, and supply chain risks
- Skills development for supplier assessment and monitoring
- Regular updates on industry best practices and emerging issues

6.2 Supplier Engagement

We support our suppliers by:

- Clearly communicating our expectations and requirements
- Providing guidance and resources on ethical practices
- Sharing information about relevant standards and certifications
- Facilitating connections with industry initiatives and support organisations
- Building long-term partnerships that enable investment in improvements

7. GRIEVANCE MECHANISMS AND WHISTLEBLOWING

We encourage reporting of concerns about ethical sourcing violations or potential violations. Reports can be made by:

- SCRBS employees and team members
- Supplier employees and workers

- Business partners and stakeholders
- Members of the public with relevant information

Reports should be sent to:

- Email: team@scrbs.co.uk
- Post: WIVI Ltd., 20-22 Wenlock Road, London, England, N1 7GU

All reports will be taken seriously and investigated promptly and confidentially. We prohibit retaliation against anyone who reports concerns in good faith.

We also encourage our suppliers to establish their own grievance mechanisms that allow workers to raise concerns safely and without fear of retaliation.

8. TRANSPARENCY AND REPORTING

We are committed to transparency about our ethical sourcing practices:

- Publishing this policy on our website
- Sharing information about our supply chain and sourcing practices
- Reporting on our ethical sourcing performance and progress
- Being honest about challenges and areas for improvement
- Engaging with stakeholders on ethical sourcing issues

9. INDUSTRY COLLABORATION AND STANDARDS

We recognise that addressing ethical sourcing challenges requires collective action. We are committed to:

- Learning from and contributing to industry best practices
- Considering participation in multi-stakeholder initiatives
- Supporting efforts to improve labour conditions in the textile and apparel industry
- Engaging with civil society organisations, unions, and worker representatives
- Advocating for stronger legal protections for workers where appropriate

We align our practices with internationally recognised standards including the UN Guiding Principles on Business and Human Rights, ILO core labour standards, and the Ethical Trading Initiative Base Code.

10. CONTINUOUS IMPROVEMENT

Ethical sourcing is an ongoing commitment. We will:

- Regularly review and update this policy
- Set specific, measurable goals for ethical sourcing performance

- Track and report on progress against these goals
- Learn from challenges and incorporate lessons into our practices
- Invest in deeper supply chain visibility and traceability
- Strengthen partnerships with suppliers to drive continuous improvement

11. GOVERNANCE AND ACCOUNTABILITY

Ultimate responsibility for ethical sourcing rests with the directors of SCRBS (WIVI Ltd.). Implementation of this policy is overseen by management responsible for procurement and supply chain operations.

This policy is reviewed annually and updated as necessary to reflect changes in our business, supply chain, regulatory requirements, and best practices.

We integrate ethical sourcing considerations into business decision-making and ensure that commercial objectives do not compromise our commitment to responsible practices.

12. MEASURING EFFECTIVENESS

We measure the effectiveness of our ethical sourcing programme through:

- Percentage of suppliers assessed against ethical criteria
- Percentage of suppliers with third-party ethical certifications
- Number and nature of ethical concerns identified and resolved
- Supplier performance improvements over time
- Supply chain visibility and traceability metrics
- Stakeholder feedback on our ethical sourcing practices

13. CONCLUSION

At SCRBS, ethical sourcing is not just a compliance requirement, it is fundamental to who we are as a company. As healthcare professionals, we understand the importance of caring for people, and we extend that care to everyone involved in making our products.

We are committed to continuous improvement in our ethical sourcing practices and to working collaboratively with suppliers, industry partners, and stakeholders to promote dignity, fairness, and respect throughout the global supply chain for medical apparel.

This Ethical Sourcing Policy is effective from February 2025 and is published on our website at www.scrbs.co.uk.

Kapil Vij

Signature

Kapil Vij

Name and Title

01/02/25

Date

For further information about this policy, please contact:

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