Clinisupplies' Labour Standards Assurance Policy

At Clinisupplies, we are transforming products and services to help people with continence issues live more freely. We specialise in bladder, bowel and wound care and have done for over 20 years. We are investing in an even greater range of innovative consumer focused products, delivering a new benchmark in comfort, confidence, and choice. Our goal is that no-one misses out on life's opportunities because of a bladder or bowel condition.

Our values:

- **Respect** – We Speak Up, Listen Hard, Act Well.
- **Relentless Progress** – We Move Fast and Care Deeply.
- **Ownership** – This is Ours. What We Do Carries Our Name.

Clinisupplies understands the corporate responsibility it bears on behalf of its partners, customers, employees, and the communities in which it operates.

Clinisupplies is against all forms of human rights violations, and this statement sets out the actions Clinisupplies will continue to take to improve our understanding of all potential risks within the supply chain and put in place steps that are aimed at ensuring there is compliance with international labour standards throughout.

1. Purpose and rationale of this policy

This policy aims to provide clarity to our employees, customers, suppliers, investors, and other stakeholders regarding Clinisupplies' commitment and approach to human rights and labour standards throughout our direct operations and the parts of our supply chain covered by the requirements of NHS Supply Chain Labour Standards Assurance System ("LSAS") requirements.

2. Clinisupplies' commitment to Labour Standards

Our mission is to enhance the quality of life and provide peace of mind to the end users of our products and services. Clinisupplies is committed to following the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work; the Clinisupplies Ethical sourcing policy seeks to align with internationally recognised labour standards in relation but not limited to:

- Child labour
- Forced/bonded labour
- Non-discrimination
- Non-harassment
- Living wages
- Working conditions
- Freedom of association/collective bargaining
- Promoting a healthy work/life balance

3. Policy scope, responsibilities, and Board-level support

This policy is designed to be used as a framework for Clinisupplies LSAS. The scope of this policy extends to: (a) supplier management and employees of those suppliers, and (b) Clinisupplies itself, employees within Clinisupplies, its subsidiaries and workers within our supply chain. Clinisupplies requires all suppliers and employees falling under the scope of LSAS to agree to and adhere to this policy. The Operations Director ("OD") is responsible for the organisation's adherence to LSAS and this policy and the OD is supported by a cross-functional working group that is responsible for the implementation and ongoing management of this policy. It is also supported at Board-level through approval and sign-off at Executive Leadership level.

4. Commitment to comply with law and global standards

Clinisupplies is committed to ensuring its operations are compliant with the laws concerning labour and human rights in the countries where we operate. We are also committed the ILO core labour standards and will endeavour to uphold the principles of these standards through our everyday actions. Where national law imposes more stringent requirements, we will ensure compliance with those requirements while respecting the content of this policy.

5. Expectations of our suppliers

We recognise that our responsibility for human rights and labour conditions encompasses our supply chain and it is our goal that the working conditions throughout our supply chain meet internationally accepted standards. We encourage all suppliers to comply with the provisions concerning human rights covered by the standards referenced in this policy and our procurement policies.

All suppliers of products within the scope of LSAS are also expected to adhere to Clinisupplies' Ethical Sourcing Policy which has been based on the Ethical Trading Initiative ("ETI") base code. We monitor our selected suppliers based on risk assessment, audit findings and action plans. We reserve the right to terminate supplier relationships where mitigation efforts have not yielded expected improvements in supplier performance or required compliance.

6. Assurance and verification procedures for the LSAS

The assurance and verification procedures Clinisupplies has in place to implement, and monitor the ongoing management of the policy with suppliers include:

- Sedex Self-Assessment Questionnaires – once every 2 years.
- Sedex SMETA audits – once every 3 years.
- Document verification (e.g. Supply Chain mapping, Agreement to Ethical Sourcing Policy) – every 2 years.

7. Communication and training on LSAS policy

This policy will be made available to the public on Clinisupplies website and will be communicated to internal employees on our intranet. Employees will also be made aware of this policy and encouraged

to read it as part of mandatory compliance training, conducted every 2 years. It will be available to suppliers impacted by the scope of LSAS via email.

Discussions on potential breaches of labour standards and modern slavery, or improvements to procedure, are communicated upwards to the Executive Leadership Team ("ELT") by the Operations team. The ELT meet on a monthly basis to discuss, among other topics, any matters arising with our organisation and its supply chain in relation to LSAS and agree any necessary actions required.

8. Commitments to addressing significant issues identified as part of the LSAS

Clinisupplies will identify significant issues of concern affecting LSAS by various means: (a) utilising Sedex Advance to assess general risk more accurately; (b) reviewing the results of the assurance and verification documentation as mentioned in section 6; and (c) in general discussion with suppliers. Any concerns will be raised with suppliers directly and addressed in discussion by offering guidance on risk mitigation. If a serious issue, or definite breach of LSAS is identified, Clinisupplies will investigate and where necessary act if suppliers or specific employees are responsible for human rights or labour standards abuses.

9. Commitments to making available necessary resources

Clinisupplies commit to making available the necessary financial, human, and other resources required to review, implement, and maintain the ongoing monitoring and review of this policy and LSAS across the organisation and within the supply chain as far as is possible. This includes the appointment and development of a cross-functional working group to collaborate on the successful delivery of LSAS.

10. Promoting Ethical Conduct

Clinisupplies is committed to promoting ethical conduct and compliance with our employees, through our operations and throughout our supply chain to include our suppliers and Subcontractors worldwide. We aim to have an environment of open communication where concerns can be raised freely with our whistleblowing policy directly to our Human Resources department anonymously: hr@clinisupplies.co.uk

11. Commitment to policy review process

Clinisupplies is committed to continuous improvement in all aspects of its organisational responsibilities, which includes the well-being of our employees, our corporate social responsibilities to the communities in which we work, and in the way we conduct our customer-supplier relationships aligned to this policy. Our goal is to meet and, where possible, exceed the relevant targets that clearly demonstrate these improvements.

This policy will be reviewed every two years to ensure continuing focus, relevance, and alignment to the requirements of labour standards in the countries in which we operate and source goods.

Clinisupplies' LSAS policy is approved by Clinisupplies' Board of Directors, and its Chief Executive Officer, and is signed, delivered, and takes effect on the date stated below.

Approved by Clinisupplies Limited **Executive Leadership Team** in the presence of:)



Signature

Paul Cook, CEO

Name

27.01.2026

Date

Version control

Version	Date	Author	Comments
5	27/10/2020	Simon Grant	Addition of version control record.
6	01/12/2022	Bali Josen	No changes.
7	24/10/2023	Simon Grant	Communication and training updated.
8	05/11/2024	Simon Grant	Policy Revision
9	08/01/2026	Vincenzo Di Paolo	Values updated