Clinisupplies' Ethical Sourcing Policy

Clinisupplies have adopted the following policy as part of their commitment to human rights and labour standards throughout our supply chain.

It is based on the Ethical Trading Initiative ("ETI") base code, which is founded on the conventions of the International Labour Organisation ("ILO") and is an internationally recognised code of good labour practice. It is viewed as a global reference standard and is widely used as a benchmark against which to conduct audits and develop ethical trade action plans.

Clinisupplies oblige all suppliers and partners to agree to and sign this policy, making a clear commitment to ethical trade, to integrate ethical trade into core business practices, and to tackle any issues that arise in the supply chain.

Clinisupplies and its suppliers applying this code are to comply with national and other applicable laws. Where the law and the base code address the same subject, Clinisupplies and its suppliers are expected to apply the provision that affords the greater protection to workers.

Key principles

Employment is freely chosen

- There is no forced, bonded, or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Freedom of association and the right to collective bargaining are respected

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Working conditions are safe and hygienic

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps should be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the

course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

- Workers should receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The company observing the code shall assign responsibility for health and safety to a senior management representative.

Child labour shall not be used

- There shall be no new recruitment for child labour.
- Companies shall develop or participate in and contribute to policies and programs which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.
- Children and young people under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures shall conform to the provisions of the relevant ILO standards.

Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards, or industry benchmark standards. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Working hours are not excessive

- Working hours must comply with national laws, collective agreements, and the provisions of below, whichever affords the greater protection for workers.
- Working hours, excluding overtime, should be defined by contract, and should not exceed 48 hours per week. International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced.
- All overtime shall be voluntary. Overtime shall be used responsibly, considering all the

following: the extent, frequency and hours worked by individual workers and the workforce. It shall not be used to replace regular employment.

- The total hours worked in any seven-day period shall not exceed 60 hours, unless otherwise permitted under the clause set out below.
- Working hours may exceed 60 hours in any seven-day period only in exceptional circumstances where all the following are met:
    - This is allowed by national law;
    - This is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
    - Appropriate safeguards are adopted to protect the workers' health and safety; and
    - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies.
- Workers shall be provided with at least one day off in every seven-day period or, where allowed by national law, two days off in every 14-day period.

No discrimination is practiced

- There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on sex, transgender status, pregnancy/maternity, sexual orientation, religion or belief, marital status, civil partnership status, age, race, colour, nationality, national origins, ethnic origins, disability, any other personal characteristic', union membership or political affiliation.

Regular employment is provided

- To any extent possible work performed must be based on recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or homeworking arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

No harsh or inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Policy review

This policy shall be reviewed annually to ensure all key principles continue to align with international guidance on human rights and labour standards. Suppliers shall be required to agree to and sign a copy of this policy during onboarding, and once every 2 years thereafter.

By signing this document, we hereby confirm that we comply with the minimum – and/or exceed the above – principles that form part of Clinisupplies' approach to ethical trading.

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



Signature

Paul Cook, CEO

Name

26.01.2026

Date

Version control

Version	Date	Author	Comments
4	02/11/2020	Bali Josen	N/A
5	11/11/2022	Bali Josen	N/A
6	27/10/2023	Simon Grant	Policy revision.
7	04/11/2024	Simon Grant	Policy revision.
8	08/01/2026	Vincenzo Di Paolo	Policy revision & grammatical corrections