

# LABOUR STANDARDS ASSURANCE SYSTEM (LSAS)

Central Medical Supplies Ltd is committed to upholding ethical labour standards within the Company and the suppliers within the Companies supply chain.

## Policy

Central Medical Supplies' Labour Policy is outlined within the Labour Standards Assurance System. It is applied to internal and external organisations that we deal with equally and is approved by the Board of Directors.

There is an ongoing commitment to continual improvement and is based around seven core minimum labour standards.

Central Medical Supplies Ltd. requires all of its suppliers to be in line with the legal and moral obligations and principles to be within the LSAS specification and the base code of the Ethical Trading Initiative.

We abide and continue to:

- Create and publish the Ethical Labour Standards Policy.
- Approve all other relevant and related LSAS policies and procedures.
- Carry out periodic reviews of the LSAS management system.
- To encourage suppliers and other parties key to the business to comply with Ethical Trading Initiative and/or NHS Labour Standards Assurance System.
- Complete risk assessments to determine the level of risks related to each supplier.
- Ensure that any corrective action requests raised against a particular supplier, are addressed in a timely manner.
- Document and take appropriate action relating to any concerns about labour abuses.
- Comply with UK employment law.
- To align these tasks and duties wherever possible to the ISO9001 Quality Management System.
- To set objectives & targets for the overall improvement of the LSAS.
- To communicate the LSAS issues throughout Central Medical Supplies Ltd.
- To carry out training with the administration staff who may be involved in the LSAS.
- To comply with the NHS Supply Chain Framework Agreements

## Legal and Other Requirements

This procedure has been established to help ensure applicable/relevant legislative and/or voluntary obligations pertinent to employment, welfare, human rights, ethical

procurement, equality, discrimination etc. are either available or accessible to staff, and to maintain our awareness of those labour standards requirements.

It is also a requirement for our company to comply with UK employment laws and to influence our suppliers wherever practicable, that they too need to conform to employment legislation as a pre-requisite to supply Central Medical Supplies with goods and/or services.

It is the responsibility of the Management Representative to periodically review these requirements to confirm our ongoing compliance. In addition, future/proposed changes in legislation will also be identified during that review and records retained. It is also the responsibility of the Quality Manager that those identified requirements (listed below) are kept up to date.

The sources used to identify and review applicable legislation typically are as follows:

- Advisory, Conciliation and Arbitration Service HSE (Health & Safety Executive)
- UK Government Employing People Business & Human Rights Resource Centre Ethical Trading Initiative
- International Labour Organisation United Nations Global Compact Office of the High Commissioner Business for Social Responsibility British Medical Association
- Social Accountability International Global Reporting Initiative Sancroft International
- National Health Service National Archives•