

## Labour Standards Assurance System Policy

Richardson Healthcare is committed to responsible business conduct amongst its facilities, suppliers, and contractors that meet or go beyond applicable laws and regulations. The aim of this policy is to promote understanding and awareness of employment laws and ethical standards, as well as providing clarity to our employees, customers, suppliers, and subcontractors; about the commitment and approach to respecting human rights and labour standards throughout our direct operations and supply chain.

### **Policy Scope and Responsibilities**

The scope of this policy relates to labour standards including standards relating to employees within Richardson Healthcare and workers within our global supply chain. All employees and suppliers falling under the scope of LSAS are to adhere to this policy.

### **Our commitment to Labour Standards**

The Labour Standards Assurance System (LSAS) is driven by the managing director by:

- ✓ Implementing training for staff involved with LSAS
- ✓ Review and continually improve LSAS
- ✓ Liase with supply chain to undertake labour standard status reviews

In addition to this, specific training is provided to staff to ensure there is a high level of understanding and all labour standard objectives are met.

### **Ethical Procurement**

Richardson Healthcare respects all internationally proclaimed human rights and operates with the International Labour Organizations (ILO) Declaration on Fundamental Principles and Right at Work. Our UK LSAS Policy aims to align with internationally recognized labour standards in relation to:

- Child labour
- Forced/bonded labour
- Non-discrimination
- Non-harassment
- Living wages
- Working hours
- Working conditions
- Freedom of association/collective bargaining
- Human Rights
- Equal Rights

### **Expectations towards our Suppliers**

Our goal is that the working conditions throughout our supply chain meet internationally accepted standards of human rights and working conditions. All suppliers of products within the scope of the LSAS are also expected to adhere to Richardson healthcare's ethical Product Compliance Standards for Suppliers and communicate the policy on to their own supply chain.

### **Risk Management**

The assurance and verification procedures Richardson Healthcare has in place to implement, and monitor the implementation of the policy include:

- Supplier Self-assessment surveys and document verification for compliance against the Labour Standards Management System.
- Internal desk audits.

As part of our LSAS we will evaluate new suppliers before into agreements and review existing suppliers periodically, all to which is carried out within our Quality Risk Management System.

### **Communication Training and Resources on LSAS Policy**

This policy will be made available to the public on our website and will be communicated to internal employees. It will be available to suppliers impacted by the scope of our Labour Standards Assurance System through communication via Purchasing and Supplier Management. All UK staff impacted by this policy will be trained on applicable Labour Standards.

### **Ethical Conduct and Reporting**

Richardson Healthcare is committed to promoting ethical conduct and legal compliance with our own employees and operations, as well as throughout our supply chain. This includes our suppliers and contractors. We aim to have an environment of open communication where concerns can be raised freely to the managing director and office manager.

### **Commitment to policy review process**

Richardson Healthcare is committed to improving all aspects of the Labour Standards Assurance Management System including the wellbeing of employees and corporate social responsibilities. This policy will be reviewed on an annual basis during the annual management review meeting along with the LSAS objectives.

This statement has been approved in respect of the year ending December 2024.

A handwritten signature in black ink, appearing to read "MP", with a horizontal line extending to the right.

Mayur Patel  
Managing Director