

## **International External Provider Labour Standards Policy**

### **Purpose**

To ensure all international external providers to Anser Medical Ltd of products and services organize their labour as per the United Nations Declaration of Fundamental Principles and Rights at Work.

### **Scope**

Since Anser Medical Ltd is solely based in the UK, it is subject to UK and EU law concerning the requirement to operate high labour standards; however international external suppliers not subject to such tight regulation need to demonstrate that they operate to the standards defined in the policy below.

### **Authority & Responsibilities**

Managing Director is responsible for ensuring that this policy is adhered to.

### **Principle of Action (Policy)**

The United Nations based International Labour Organisation (ILO) a tripartite organisation consisting of trade unions, governments and companies, produced the Declaration on Fundamental Principles and Rights at Work. This states that all organisations should respect, promote, and realise core labour standards. These core labour standards consist of five standards, laid out in eight conventions:

- Freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 & No. 98)
- The elimination of all forms of forced and compulsory labour (Convention No. 29 & No. 105)
- The effective abolition of child labour (Convention No. 138 & No. 182)
- The elimination of discrimination in respect of employment and occupation (Convention No. 100 & No. 111)

Anser Medical expects its international external suppliers to meet these standards and support the internationally recognized labour rights listed below:

- the right to a living wage based on a regular working week that does not exceed 48 hours;
- humane working hours with no forced overtime;
- a safe and healthy workplace free from harassment;
- and a recognised employment relationship with labour and social protection.

### **External Providers**

External suppliers are expected to be compliant with this policy as part of the external provider selection criteria, see document information 8.4-CEP\_Criteria for External Providers, confirmed by completed external provider evaluation forms; see file 8.4-EPEF\_External Provider Evaluation Forms.