



WRAP Certification

Promoting labour and human rights in Medline's supply chain in partnership with Worldwide Responsible Accredited Production (WRAP)



Why we chose WRAP

INDEPENDENT

WRAP is an independent, objective, non-profit team of global social compliance experts dedicated to promoting safe, lawful, humane and ethical manufacturing around the world through certification and education.

GLOBAL

WRAP is the world's largest independent social compliance certification programme for the apparel industry. To date, over 2,700 facilities employing more than 2.5 million workers in more than 40 countries are WRAP certified.

TRUSTED

The WRAP certificate is a recognised symbol of high social and ethical standards. Medline's customers, employees and the public at large can trust that all 12 WRAP Principles are respected in a certified facility.

Medline recognises the importance of actively monitoring and promoting labour and human rights in our supply chain. Enhancing the quality of people's lives is part of our company mission, and we believe this extends to those involved in the manufacture of our products.

Our vision

We have embarked on a multi-year project to encourage eligible first-tier suppliers in our supply chain to become WRAP certified.

Suppliers of Medline-branded wearables, protective apparel and medical textiles are being targeted for WRAP certification. Examples of affected products include examination and surgical gloves, sterilisation wraps, drapes, surgical and isolation gowns, boot covers and headwear.



As the world's largest independent social compliance certification body for the textile and apparel industry, WRAP is the right partner for Medline as we seek to strengthen and expand our social compliance programme. By transforming our own supply chain, we aim to set a positive example for the broader medical device industry, our customers and society.

Learn more about Medline's ethical sourcing programme [here](#).

Examples of Medline products produced in a WRAP-certified facility



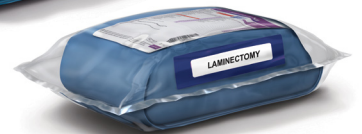
Surgical gloves:
DermAssure™ Green



Surgical caps



Gemini
Sterilisation Wraps



Sterile procedure
trays



Facemasks and
surgical hoods



Disposable
scrub suits

For information on
other Medline products
made in WRAP-certified
facilities, contact:
csr-europe@medline.com

WRAP's 12 Principles

1

Compliance with local laws

2

Prohibition of forced labour

3

Prohibition of child labour

4

Prohibition of harassment or abuse

5

Compensation and benefits

6

Hours of work

7

Prohibition of discrimination

8

Health and safety

9

Freedom of association and collective bargaining

10

Environment

11

Customs compliance

12

Security

More detailed descriptions of the 12 Principles are available on the WRAP website:

www.wrapcompliance.org

Highlighting WRAP's approach to selected social compliance issues



Working hours

In 2016, WRAP announced the adoption of a dynamic new approach to certification to overcome the pervasive challenge of monitoring working hours within the social compliance audit industry.

With the goal of encouraging accurate disclosure of actual hours worked, WRAP changed its certification criteria to allow facilities that meet certain conditions to qualify for a standard, one-year (Gold) certification. This applies even if facilities are not yet in full compliance with limits on working hours set in local laws.

To qualify, a facility must demonstrate a genuine long-term commitment to reducing its working hours by formulating a Working Hours Action Plan (WHAP). The WHAP contains realistic reduction targets to be achieved over the course of the facility's certification cycle, backed by root cause analysis. In addition, facilities must abide by the following conditions:

- Report working hours in full
- Ensure that all hours are being worked voluntarily, in conditions that protect worker safety and health
- Compensate all employees fully in accordance with WRAP Principle 5 on compensation and benefits
- Show progress, from one audit to the next, towards meeting the working hours requirements under local law.

Since the implementation of WHAP in 2016, WRAP has experienced more transparency from its facilities. Facilities have used the tool to reduce their excessive overtime hours and make steady and sustainable improvements in relation to the local laws. WRAP implemented this major change while remaining true to its mission of being an independent, objective verifier of sound social compliance practices.



Recruitment fees

WRAP is committed to the 'employer pays' principle. Workers should not be employed subject to any financial or collateral guarantee or debt security. Any recruitment fees involved should be borne by facilities, not workers. There are [12 WRAP Principles](#) spanning various social compliance topics. Principle 2 (Prohibition of forced labour) covers recruitment fees.

When WRAP certification audits are conducted, Principle 2 in the WRAP Audit Report Template instructs **auditors to investigate and answer certain questions regarding a facility's recruitment fee practices.** WRAP Principle 2 applies to all jurisdictions in which WRAP audits are conducted. If an audit shows that the facility is deducting recruitment fees from a worker's pay, WRAP instructs the monitoring firm that **certification will require the facility to repay these fees to current workers.**

Where a facility has a recruitment fee remediation plan in place, **a WRAP audit can verify where a facility is in the process of paying back its workers.** This includes verifying:

- Whether payments have been disbursed in the correct amounts as stipulated in the plan.
- That the repayment schedule has been adhered to
- That the amounts and timelines stipulated in the remediation plan are compliant with relevant regulations.

Verification by WRAP auditors involves interviews with workers to verify they have received the funds; document reviews of bank statements, pay slips and payroll to verify payments have been made; and interviews with factory management involved in reimbursement.

The WRAP certification process

1 Application

The facility submits a completed application form to WRAP and pays the registration fee of US\$1,195.

2 Pre-audit self-assessment

The facility completes a self-assessment to show that it has been systematically utilising socially compliant practices.



5 Certification

WRAP will issue one of three certification levels depending on the results of the audit report and the facility's history:

- Platinum (valid for 2 years)
- Gold (valid for 1 year)
- Silver (valid for 6 months).

3 Monitoring

The facility selects a WRAP-approved monitoring firm to audit the facility against WRAP's 12 Principles.

4 Evaluation

WRAP reviews the report of the monitoring firm and decides whether or not to issue a certification.

Preserving the integrity of the WRAP certification process

The WRAP certification process has built-in checks and balances to ensure WRAP remains a robust and trustworthy social compliance standard.



The WRAP audit questionnaire is regularly updated.

The WRAP audit questionnaire is revised periodically to remain relevant and reflect WRAP's culture of continuous improvement.



WRAP staff review audit reports before awarding certificates.

The decision to certify a facility is made in two stages. The auditor makes a recommendation based on audit findings, but final approval is at the discretion of the WRAP team.



WRAP performs unannounced post-certification audits.

A facility successfully obtaining a WRAP certificate is not the end. WRAP remains vigilant, and reserves the right to conduct post-certification audits at any time at randomly selected facilities. These post-certification audits are arranged and paid for by WRAP.



WRAP auditors are experienced and well-trained.

Auditors must complete WRAP's [IRCA](#)-certified five-day lead auditor training course, which includes an exam. In addition, WRAP auditors must attend refresher training courses at least once every two years.



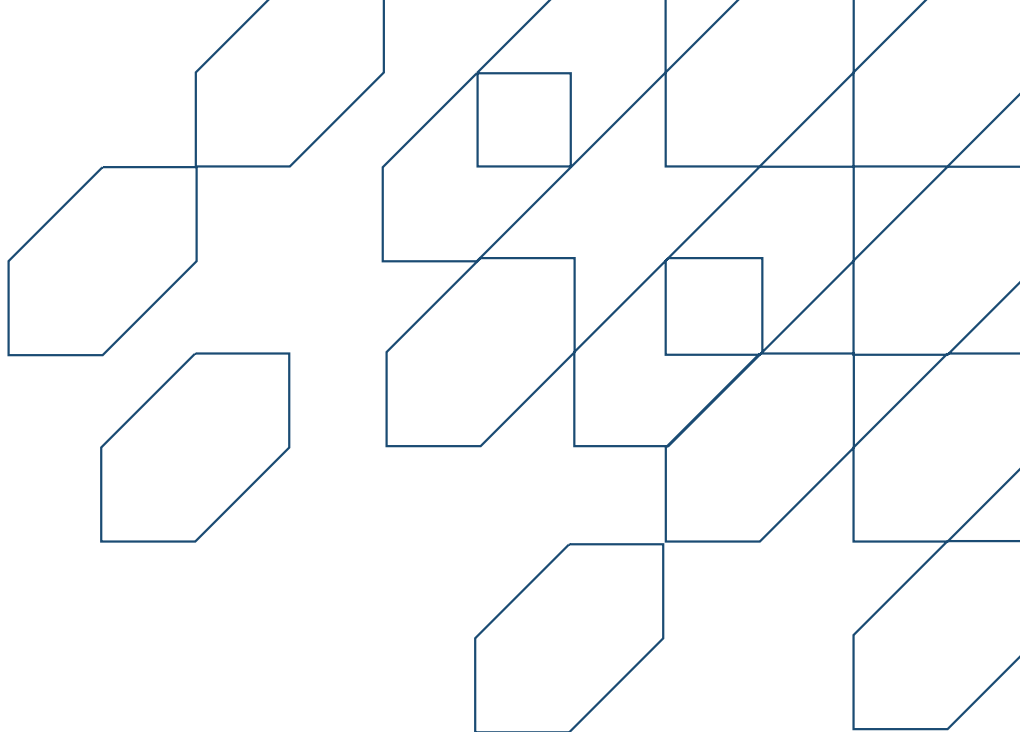
WRAP auditors are APSCA-accredited.

WRAP auditors are recognised members of the [Association of Professional Social Compliance Auditors](#) (APSCA). APSCA members are required to comply with APSCA's Code and Standards of Professional Conduct, as well as its Competency Framework.

WRAP decertification policy

A facility's WRAP certificate can be revoked for:

- Violating WRAP's zero tolerance policy
- Failing to allow auditors to conduct a post-certification audit
- Refusing to correct non-compliances found during a post-certification audit
- Failing to correct non-compliances found during a post-certification audit in a timely manner.



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