



**ALWAYS
ON.**

LSAS POLICY STATEMENT

Ethical Supply Chains

Medline Industries Limited

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Greenalls Avenue, Warrington, WA4 6HL

United Kingdom

Labour Standards – Ethical Supply Chains

Medline ensures that its first-tier suppliers within the supply chain operate safe and ethical manufacturing operations and abide by relevant national and/or international legislation relating to labour laws.

To this end, **Medline** has defined a set of minimum labour standards which are described in detail in the **Medline Supplier Code of Conduct** (available [here](#)). The Medline Supplier Code of Conduct is based on:

- International Labour Organization (ILO) declarations and standards
- United Nations Universal Declaration of Human Rights (UDHR)
- United Nations Global Compact
- International social compliance standards, namely Worldwide Responsible Accredited Production (WRAP) and Social Accountability International (SAI)/SA8000
- Ethical Trading Initiative (ETI) Base Code
- OECD Guidelines for Multinational Enterprises.

In addition, the Medline Supplier Code of Conduct draws on the **NHS' Labour Standards Assurance Scheme (LSAS)**.

Medline has adopted a risk-based approach to labour standards issues within the supply chain. In summary, supplier performance areas that are risk assessed and monitored are:

- Child labour
- Juvenile labour
- Involuntary labour, including any form of slave, forced, bonded, indentured trafficked or prison labour
- Labour supplied by intermediaries and recruitment fees
- Discrimination
- Harsh treatment and harassment
- Working hours
- Wages and benefits
- Freedom of association
- Health and safety
- The environment
- Ethics, including bribery and corruption in any form

More detailed information on Medline's approach to the above is in the Medline Supplier Code of Conduct. The Code of Conduct is available as a separate document on our [website](#).

Medline also commits to:

- Comply with relevant legal undertakings
- Ensure that all its key suppliers are aware of this policy and aspire to the same standards

- Make sufficient resources available for the implementation of this policy
- Carry out regular reviews of this policy to ensure that it remains fit for the purpose for which it is intended.

Roles and Responsibilities

The ultimate responsibility for the maintenance and adherence to this LSAS policy lies with the Medline Director of Customer Service & Tender Management who has also been appointed as the management representative for all labour standards issues, along with the Corporate Social Responsibility Manager Europe.