

Introduction

Rociale Healthcare Ltd is committed to this policy and will conduct business in an ethical, legal and socially responsible manner. This commitment extends to suppliers and other associated external resources with which we chose to do business. We will purchase goods and services to the highest standards of ethical and environmental trade practices to include the provision of safe working conditions and the protection of workers across our supply chain. Rociale Healthcare Ltd conducts business in accordance with the Ethical Trading Initiative Base Codes.

Our policy is committed to:

Act in an ethical manner and comply with statutory and legal requirements, promoting good labour and ethical standards in the supply chain of goods and services.

Form an evaluation and selection criteria for all goods purchased by, and services provided to Rociale Healthcare Ltd through detailed analysis of external providers, researched and documented information.

Encourage suppliers to follow a Code of Conduct in relation to the Modern Slavery Assessment Tool (MSAT). MSAT is a modern slavery risk identification and management tool. This tool has been designed to help public sector organisations work in partnership with suppliers to improve protections and reduce the risk of exploitation of workers in their supply chains. It also aims to help public sector organisations understand where there may be risks of modern slavery in the supply chains of goods and services they have procured. Public sector organisations are encouraged to use the MSAT with existing suppliers.

This policy forms a formal part of the organisations quality management principles and will be subsequently communicated and reviewed at regular intervals. The policy will be communicated to all relevant internal and external parties within the business. It is our commitment to continually improve through monitoring and measuring the resulting objectives and targets and the programme management of this policy.

Regulatory compliance

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. NATLEX website (www.ilo.org/dyn/natlex/natlex4.home) will be checked by Rociale a minimum of twice per year.

Group Targets

- KPI: Communication of policy change will be sent to suppliers. Date of communication sent to suppliers will be recorded. Communication to be sent to suppliers within 5 days of policy update.
- KPI: Response of the supplier to the policy will be within 20 days of receipt.
- KPI: Refresher training on MSAT to be carried out within 365 days of last training session. Departments to be trained: Purchasing and Procurement.
- KPI: Management review will be every 6 months.
- KPI: Internal CAPA to be closed out within 3 months.
- KPI: External CAPA to be closed out within 6 months.
- KPI: Internal audit on supplier review will be conducted every 6 months.
- KPI: Check the ILO/NATLEX list of all legislation changes globally and check WAGEINDICATOR.ORG for list of minimum wage for countries supplying to Rociale. These will be checked every 6 months for changes to local regulations affecting.
- KPI: Personal development reviews to be conducted annually.
- KPI: On-site audit of key suppliers by qualified 3rd party

A handwritten signature in dark ink, appearing to read 'Sarah Lewis', written over a faint horizontal line.

Sarah Lewis
Procurement Manager

29 August 2024