

## Labour standards policy

Pharmed UK are suppliers and distributors of medicines, medical devices, cosmetics, food supplements and other healthcare products. Pharmed UK are committed to ensure that the products they place on the market only come from the suppliers or manufacturers that adhere to national labour standards and show full commitment to further improve systems and policies.

Pharmed UK has an established supplier approval and review procedure which outline the criteria that each supplier has to meet in order to be approved. One of those criteria is for the supplier to provide a copy of their labour standards or modern slavery statement. These are carefully reviewed when received and copies saved on file for reference.

Pharmed UK are regularly reviewing this policy and other labour standards related documents (at least once a year). Regular reviews are also carried out for the suppliers and any changes to their policies noted and saved on file.

Implementation of this policy is a responsibility of Pharmed UK's General manager Sam Vine and Pharmed Group directors. Compliance with this policy is a responsibility of all senior management, employees, suppliers, outsourced providers and other relevant interested parties.

In the UK there are many legislations relating to labour standards such as:

- Employment Rights Act 1996
- National Minimum Wage Act 1998
- Employment Relations Act 1999
- Equality Act 2010
- Health & Safety at Work Act 1974
- Modern Slavery Act 2015
- Human Rights Act 1998

Pharmed UK's senior management is responsible for compliance with all applicable laws in the UK.

The company has defined and set out minimum labour standards:

### 1. Child labour

Pharmed UK does not engage or support child labour in its supply chain. If the company engages any young workers e.g. on work experience, it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.

### 2. Forced & Compulsory Labour

Pharmed UK does not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave upon reasonable notice.

### 3. Health & Safety

Pharmed UK provides a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to employees' health by minimizing, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with the company. Employees shall have access to clean sanitary facilities and drinking water. Responsibility for implementing the Health & Safety element of this policy is assigned to the General manager and quality person.

### 4. Freedom of Association

The freedom of association is respected and the Company will comply with UK labour relations legislation in this regard.

### 5. Discrimination

Pharmed UK does not engage in or support any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination.

### 6. Disciplinary Practices

Pharmed UK treat all employees with dignity and respect. The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

### 7. Working Hours

Pharmed UK complies with applicable laws and industry standards on working hours and holiday entitlements. The company's normal working hours do not exceed 48 hours per week, and overtime hours do not exceed 12 hours per week. The company ensures all employees have the legal right to be employed in the UK.

### 8. Remuneration

Pharmed UK comply with national laws and regulations with regard to wages and benefits. All work related activities are carried out on the basis of a recognised employment relationship established according to national law and practice.

Pharmed UK will not engage with any third parties that are in breach or potential breach of these standards.

Pharmed UK is committed to continuous improvement of policies and procedures that relate to labour standards and supply chain.

Pharmed UK's top management are continuously reviewing the resources needed for further improvements and maintenance of an existing Labour standards quality system and this Labour standards policy.

Version	Date	Created by	Approved by	Changes made
V1.0	30/09/2022	Simona Dalwadi	Sam Vine	First issue