

Labour Standards Policy

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1. Introduction

Global Health and Safety Ltd ("the Company") is fully aware of the responsibility it bears toward its customers, employees and environment. As such we have given ourselves a strict set of ethical values to guide us in our business. We take social and environmental factors into consideration alongside economic factors in all our business actions.

Human rights and wellbeing of employees have a significant impact to our aim of labour standards.

The Global Health & Safety is of the belief that this not only makes commercial sense, it also has the potential to improve the living and working standards of people around the world.

This policy sets out the detailed requirements and minimum expectations of our labour standards policy. This policy addresses the expectation that our staff and suppliers have an innate respect for our ethical standards and that relationships with our suppliers are based on the principle of fair and honest dealings at all times. The principle of fair and honest dealings is extended to all others with whom we do business, including employees, sub-contractors and other third parties and their local communities.

2. Objectives

2.1 Work Environment

The Global Health & Safety labour standards objective is to ensure that people working at GHS, treated with respect and have the following rights with regard to their employment.

- Equal opportunities
- The right to freely choose employment
- Working hours that comply with national laws
- The freedom of association
- Payment of a living wage
- Recognised employment rights
- Recognised safe and healthy working environment
- No discrimination in any shape or form

2.2 Sustainability

The Global Health & Safety sustainability objective is to ensure a continued acceptance of the need for all decisions to be made on delivering ethical trading.

3. Commitments

3.1 Legal Compliance

We comply with all laws applicable to our business. We 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.

3.2 Right to a Living Wage

We comply with the respective national laws and regulations regarding working hours, wages and benefits. Wages should not be paid in kind and should be enough to meet the basic needs of the workers. All workers should be provided with written and comprehensible information about their employment conditions in respect to wages before they start employment. Deductions from wages as a disciplinary measure should not be permitted. Deductions from wages covered under national law should only be allowed with the agreed permission of the worker concerned. Any disputes regarding wages should be recorded.

3.3 Environmental Responsibility

We consider our impact on the environment and have a responsible attitude towards environmental issues and to strive towards improving our impact on global pollution.

3.4 Employment

We do not use forced, bonded or involuntary prison labour. All employees have the right to join or form trade unions of their own choosing and, where a significant proportion of the workforce agree, to bargain collectively. Employees' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

3.5 Working Hours

Standard working hours must comply with national laws and national industry standards. All employees should not be required to work in excess of 48 hours per week in a regular basis and should be provided with at least one day off for every 7-day period on average. Overtime requested by the employer must be voluntary and must not be requested on a regular basis and shall not exceed 12 hours a week.

3.6 Elimination of Child Labour

We do not employ children under the age of 16. If national laws or regulations allow children over the ages of 16 to perform light work as apprenticeship, such work is not endorsed under any situation if it would hinder a child from completing compulsory schooling or if the employment would be harmful to their health or development. Children and young persons under 18 will not be employed at night or in hazardous conditions.

At any circumstances, in any of our industrial and trading dealings, any child labour that leads to prostitution, drug trafficking, procurement of children for illicit activity, forced and bonded labour and armed conflict is prohibited.

3.7 Provision of Regular Employment

We meet our obligations to our employees under labour or social security laws and regulations arising from the regular employment relationship should not be avoided. We avoid where possible, labour-only contracting, fixed-term contracts, sub-contracting, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

3.8 Elimination of Discrimination

We value equality and there should be no grounds to discriminate when hiring, compensation, access to training, promotion, termination or retirement based on race, religion, age, disability, gender, marital status, sexual orientation, religious beliefs, union membership or political affiliation.

3.9 Worker ill Treatment

We do not use physical abuse or other harassment or verbal abuse with our workers.

3.10 Anti-Bribery

Bribes shall not be accepted or offered, under any circumstances, or for any reason. Global Health & Safety recognises that bribery is a criminal offence in the UK and shall comply with the Bribery Act 2010, no matter where in the world the act of bribery takes place. Any acts of bribery by those working for The Global Health & Safety, or on our behalf may result in a prosecution in the UK.

3.11 Modern Slavery

Modern slavery is a crime and a violation of our human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

As a small business we are not legally required to publish any statement, that being said we have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

4. Sustainable Procurement

4.1 Monitoring and measuring

The Global Health & Safety will ensure we meet the labour standards set out in this document.

4.2 Working in partnership

The Global Health & Safety will seek out suppliers that share our commitment to high labour standards. We will offer assistance to our suppliers in raising their ability to meet their social accountability targets. We will develop partnerships with our suppliers and work together to minimise the social impacts of our supply chain.

4.3 Procurement process

The Global Health & Safety will attempt to influence and encourage suppliers in order to create a more reliable marketplace for ethically produced products. Social factors are and will continue to be considered a key part of the purchasing process. Specifically this includes

considering where the product is made, by whom and whether the organisation complies with local laws and regulations.

We will monitor our subcontractors and suppliers by self-assessment questionnaires and feedback from supplier meetings. These monitoring activities will be done as part of pre-qualification checks and every 12 months.

5. Safe and Healthy Working Conditions

The Global Health & Safety is to provide a safe and healthy working environment which is regulated to international standards and the prevailing knowledge of the industry. The Global Health & Safety expects put in place preventative action to prevent accidents, injury to health and minimise the causes of hazards inherent in the working practice and environment.

The Global Health & Safety provide workers with suitable and sufficient health and safety training so they are fully aware of the hazards associated with the work environment and the correct practices required to minimise the risks.

The Global Health & Safety provide suitable and adequate welfare facilities including toilet facilities, drinking water and food storage where required. Global Health & Safety expects our suppliers to assign a senior management representative responsibility for health and safety.

6. Best Practice Principles

6.1 Making a difference

The Global Health & Safety focus attention on those parts of the supply chain where the risk of not meeting these requirements is highest and where the maximum difference can be made. The Global Health & Safety's suppliers should be prepared to demonstrate the basis of their approach with regard to the above.

6.2 Awareness raising and training

The Global Health & Safety currently ensure that all necessary people are provided with appropriate training, coaching, mentoring and guidelines to implement the requirements of this policy.

6.3 Working together, communication and improvements

The Global Health & Safety will work towards implementing and improving this policy. Our aim is to continue to improve every aspect of our all business dealings. We are committed to communicate our labour standards policy to our employees, business partners and public.

This labour standards policy is a part of our contractual requirements with suppliers and sub-contractors. During contract renewals, supplier and sub-contractor commitment to this policy will be assessed.

6.4 Independent verification

The Global Health & Safety recognises that the implementation of this policy may at times be assessed through independent verification. We will provide reasonable access to all relevant information, premises, and workers and co-operate in any assessment against our policy.

7. Responsibility of Implementation

Responsibility for the achievement of this policy and our objectives rests with the Management Team comprising of the COO and the Compliance Manager/Supervisor.

The Compliance Manager/Supervisor is responsible for reviewing the policy and ensuring that it is kept up to date with changes in legislation. The Compliance Manager/Supervisor is also responsible for providing relevant reports to the board on suppliers who are failing to meet set ethical and social targets.

8. Whistleblowing

Our responsibility as an ethical and compliant company is to recognize the importance of staff raising safeguarding issues or other such concerns which are in the public interest commonly referred to as whistleblowing. Whistleblowing is the act of reporting concerns about malpractice, wrongdoing or fraud and is something we take extremely serious at Global Health & Safety. When raising issues these should be shared with the appointed person at the company, this could be your immediate manager or a person of more seniority. At Global Health & Safety the person in overall charge of allegations of malpractice, wrongdoing or fraud is Victoria Guney, COO.

Global Health & Safety expects our suppliers to offer their workers an appointed person to contact in the event of whistleblowing.

The following guidelines are available to workers when raising concerns:

- Identify the following code/guidance/policy or protocol you believe is being compromised.
- Be specific about the issues you are worried about and focus on the facts.
- Set out what you feel should be done as well as highlighting the problem.
- Express yourself in a professional manner, written notes are a good method of clarifying thoughts.
- Wherever possible raise concerns with the support of colleagues.
- Keep a note of all relevant conversations and keep copies of any communication sent or received.

9. Evidence of Compliance

9.1 External Monitoring

Global Health & Safety will obtain and commit to third party certification against a nationally or internationally recognised standard, such as the NHS Supply Chain Labour Standards Assurance Systems (LSAS).

9.2 Internal Monitoring

The Global Health & Safety Management Team will carry out regular monitoring of the implementation of ethical standards to enable us to ensure that ethical and social factors are considered in all our business dealings.

We will publish an annual Labour Standards Report that cover key working conditions and comply with relevant national and international legislation which must include following but not limited to;

- Freedom of association
- Discrimination
- Forced labour
- Child Labour
- Working Conditions


- Working Hours
- Wages and benefits
- Whistleblowing
- Human rights
- Equality
- Collective Bargaining

10. Targets

To demonstrate compliance with this policy standard and objectives, Global Health & Safety will introduce and maintain achievable targets. Ethical targets are set to provide evidence of our commitment to our social responsibility.

- Encourage Labour Standards Policy as a core factor in all business processes.
- Educate all staff members in their responsibility surrounding Labour Standards Policy.
- Provide a platform that encourages open communication with all parties to ensure compliance with this document.

This Labor Standards Policy will be regularly reviewed and updated as necessary. Victoria Guney COO endorses this policy statement and is fully committed to its implementation.

Name:	Victoria Guney
Position:	COO
Signature:	
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Rev:	01
Amendments from previous:	NA
Other comments:	None