

# W. R. SWANN GROUP

## Supplier Code of Conduct

The W. R. Swann Group manufactures and supplies surgical blades and handles throughout the world. We are fully aware of the responsibility we bear towards our customers, employees and the communities in which we work, so we have applied a strict set of ethical values to guide us in our business dealings.

We expect all our suppliers to adhere to the same ethical principles, so we have drawn up this Supplier Code of Conduct, which sets the standard for the way we conduct business.

The supplier shall comply with all laws applicable to their business and support the principles of The International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. This especially applies to:

- ❖ Child Labour  
The supplier must not employ children under the age of 15 years.
- ❖ Forced Labour  
Employees must be employed on a voluntary basis. The supplier shall not use forced or compulsory labour.
- ❖ Compensation and Working Hours  
The supplier shall comply with the national laws and regulations regarding working hours, wages and benefits.
- ❖ Discrimination  
The supplier must not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.
- ❖ Health & Safety  
We expect our suppliers to implement the standards of occupational health and safety at a high level. The supplier must comply with applicable occupational health and safety regulations and provide a work environment that is safe and conducive to good health in order to preserve the health of employees and to prevent accidents, injuries and work related illnesses.
- ❖ Environment  
The supplier shall comply with all applicable environmental laws, regulations and standards.
- ❖ Business Continuity Planning  
The supplier must be prepared for any disruptions to its business. (E.g. Natural disasters, terrorism, software viruses etc.)
- ❖ Improper Payments/Bribery  
The supplier must comply with the 2010 UK Bribery Act.
- ❖ Business Partner Dialogue  
The supplier shall communicate the principles stated in this Supplier Code of Conduct to its own suppliers and subcontractors. The supplier shall motivate such parties to adhere to the same ethical standards, human rights and environmental standards.
- ❖ The W. R. Swann Group reserves the right, upon reasonable notice, to check compliance with the requirements of this Supplier Code of Conduct.
- ❖ The W. R. Swann Group encourages its suppliers to implement their own binding guidelines for ethical behaviour.
- ❖ Any breach of the obligations stipulated in this Supplier Code of Conduct could result in removing the supplier from our Approved Suppliers List.

Approved by..........Position.....*MARIA W. DIRECTOR*.....Date.....*120215*.....