

GRANTON MEDICAL LIMITED

SUPPLIER CODE OF CONDUCT

Granton Medical Limited (GML) manufactures and supplies a range of medical devices throughout the world. These products include:- Self Seal Sterilisation Pouches, Safety Scalpels with Retractable Stainless Steel Blades, Surgical Blades and Scalpels and Dental and Laboratory Knives. The company also undertakes a range of sub-contract services for medical device manufacturers and suppliers, including washing and thermal disinfection, cleanroom packing and the management of sterilisation services (under the "Cleanline®" registered trademark).

Resulting from its business operations, the Company acknowledges its obligations towards its customers, employees and the communities in which it works, and has decided to document its policy in relation to labour standards.

We expect all our suppliers to adhere to the same principles as we ourselves do. As a result, we have drawn up this Supplier Code of Conduct which sets the standard for the way we conduct business.

1. **Labour Standards & Practice** – suppliers should recognize and be committed to upholding the human rights of workers, and to treat them with dignity and respect as understood by the international community. Standards such as Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI) and the Ethical Trading Initiative (ETI) were used as references in preparing this code and may be a useful source of additional information.

Specifically, the labour standards are:- (A) **Freely Chosen Employment** – forced, compulsory, bonded, or indentured labour or involuntary prison labour is not to be used. All work must be voluntary, and workers should be free to leave upon reasonable notice. (B) **Child Labour** – child labour is not to be used in any stage of the manufacturing process. The use of legitimate workplace apprenticeship programmes, which comply with national laws and regulations is supported, where appropriate. (C) **Discrimination** – there is to be no discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political association, union membership or marital status in hiring and employment practices such as promotions, rewards and access to training. Workers with disabilities will be provided with reasonable adjustments as needed to perform their job function. (D) **Harsh or Inhumane Treatment** – there is to be no harsh or inhumane treatment, including sexual harassment, mental or physical coercion or verbal abuse of workers: nor is there to be the threat of any such treatment. (E) **Compensation and Working Hours** – the supplier shall comply with national laws and regulations with regard to working hours, wages and benefits.

2. **Health & Safety** – suppliers must comply with applicable occupational health and safety regulations and provide a work environment that is safe and conducive to good health. Suppliers should recognize that the quality of products and services, consistency of production, and workers' morale are enhanced by a safe and healthy working environment.
3. **Environmental Considerations** – suppliers should recognize that environmental responsibility is integral to producing world class products and should always comply with all applicable environmental laws, regulations and standards.
4. **Business Continuity Planning** – the supplier must be prepared for any disruptions to its business (eg: natural disasters, arson/vandalism, sickness, terrorism etc.)
5. **Ethics** – suppliers are to uphold the highest standards of ethics including no corruption, extortion or embezzlement, no improper advantage (in the form of bribes or other), standards of fair business, advertising and competition are to be upheld and all intellectual property rights are to be respected. Suppliers also must safeguard customer information deemed confidential, such as customer business activities, structure and financial situation.

Granton Medical Limited further encourages its suppliers to implement their own binding guidelines for ethical behaviour and understands that all suppliers will undertake to communicate the principles as laid out in this Supplier Code of Conduct to its own suppliers and/or sub-contractors, as applicable. The supplier shall encourage such parties to adhere to the same standards of labour standards & practice, health & safety, environmental and other issues as laid out in this document.

Granton Medical Limited further reserves the right to check compliance with the requirements of this Supplier Code of Conduct. In such cases, reasonable notice will be given. Any breach may result in removal from our Approved Supplier List, at our discretion.

K L Kirkby
Managing Director

July 2012