

Labour Standards Assurance (Management) System **(including the provisions of the Modern Slavery Act 2015).**

Policy

Platts & Nisbett Ltd is fully committed to the principles and implementation of Ethical and Environmental Standards.

Platts & Nisbett Ltd encourages and promotes this Code of Conduct within the company and through the company supply chain.

This Code of Conduct is based on internationally recognised standards set out in the NHS Supplier Code of Conduct, ETI Base Code, the UN Universal Declaration of Human Rights and the provisions of the Modern Slavery Act 2015.

Platts & Nisbett Ltd not only recognise but implement our duty to protect the workforce to ensure safe and hygienic working conditions, regular employment with no discrimination or harsh or inhumane treatment of employees.

Platts & Nisbett Ltd complies with all laws applicable to its business along with their own countries national and other applicable laws.

Platts & Nisbett Ltd shall not employ young persons who are under the legal age for employment.

Platts & Nisbett Ltd does not engage in or support the use of forced or compulsory labour. Employment is freely chosen and employees freely leave upon reasonable notice.

Platts & Nisbett Ltd complies with the respective national laws and regulations with regard to working hours, wages and benefits. Living wages are paid and Working hours are not excessive.

Platts & Nisbett Ltd does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

Platts & Nisbett Ltd are committed to the development and continued improvement for the health and safety of its employees, trading partners, customers and others who may be affected by our work activity.

Platts & Nisbett Ltd is committed to an awareness of environmental issues and a commitment to improving the working environment.

Platts & Nisbett Ltd promotes a working environment that is free from harassment, physical and verbal abuse and threats or intimidation of any description.

Platts & Nisbett Ltd has a Business Continuity Plan that prepares for any disruptions of its business that could affect fulfilment of its customer requirements.

The preparedness includes disaster plans with respect to natural disasters, terrorism, system failures and protects employees and the environment as far as possible from the effects of such disasters.

Platts & Nisbett Ltd comply with international anti-bribery standards as stated in the UN Global Compact and against corruption in all its forms including extortion and bribery

Platts & Nisbett Ltd encourages and promotes suppliers to maintain records of dealings with their staff and encourage its suppliers to implement their own binding guidelines for ethical behaviour.

The above statements are not exhaustive. The policy will be subject to regular review and additions made where it is deemed necessary.

A handwritten signature in dark ink, reading "Martin Branagan". The signature is written in a cursive, flowing style.

Martin Branagan
Quality Manager