

LABOUR STANDARDS POLICY

Policy Statement

PROACT Medical Ltd. is committed to conducting all areas of its business operations with integrity and with a high level of labour standards. The Company is mindful of the social implications of conducting business. A similar commitment is expected from all of the Company's suppliers and trading partners. The Company is committed to continual improvement in labour standards, and as such will ensure sufficient resources are available for effective implementation. The Company commits to compliance with all relevant legal requirements in relation to Labour Standards.

Minimum Labour Standards Expectations

The Company adopts the Ethical Trading Initiative Base Code as its minimum expectation for Labour Standards:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

As detailed in the Base Code, these are minimum, not maximum standards. In addition the Company will comply with national and other applicable law, and where the law and Base Code address the same subject, apply the provision which affords the greater protection.

Additional Commitments

In addition to the general commitment to good ethical practice laid out here, the Company operates under specific policies in relation to ethical considerations, health & safety, equal opportunity, bribery & corruption, environmental management and data protection.



Philip Sharman
Director of Quality Assurance & Regulatory Affairs

October 2016