

Ethical Trading Policy

1) Policy Statement

At Vickers Laboratories, we are committed to conducting all aspects of our business in a responsible, ethical, and socially responsible manner. We operate our business in line with recognized ethical trading standards, and uphold respect for human rights, fair labour practices and safe working conditions.

We expect our business partners, including suppliers, customers and 3rd party contractors, to uphold the same high ethical standards and to comply with all trading laws in the countries where they operate.

2) Purpose

The purpose of this Ethical Trading Policy is to acknowledge our responsibility to protect human rights and to promote sustainable business practices throughout our supply chain. Beyond such responsibilities, we also endeavour to contribute positively to the communities and environments in which we operate.

This policy provides a framework for evaluating and selecting suppliers who share our commitment to upholding ethical trading practices. This gives increased confidence that our procurement decisions reflect our ethical values. In addition, it clearly states our intention to immediately cease activities upon serious breaches of the policy and if appropriate, terminate the business relationship.

3) Principles of Ethical Trading

We understand the following to be integral components of ethical trading. We promote these principles within our business and expect the same commitment from our business partners.

4) Fair and Safe Working Conditions

- Respecting regulations on working hours.
- Compensating employees with no less than the government-stipulated minimum wage.
- Never engaging in child labour.
- Respecting the right of all workers to freely terminate their employment.
- Avoiding any form of discrimination during recruitment, compensation, promotion, and termination of employment.
- Implementing measures to mitigate health & safety risks and reduce the risk of accidents.
- Condemning acts or threats of intimidation including physical abuse or discipline, sexual or other harassment and verbal abuse.



5) Anti-Bribery and Anti-Corruption Measures

- Delivering adequate, company-wide training on anti-bribery and anti-corruption regulations including how to recognise and avoid engagement in unethical practices.
- Maintaining a whistleblowing procedure to allow any employee to report suspected bribery or corruption anonymously.
- Investigating all instances of alleged bribery and corruption and assisting the appropriate authorities in any resultant prosecution.

6) Environmental and Social Responsibility

- Following safe handling, storage, and disposal procedures for chemical substances.
- Minimising harm to the environment by choosing low carbon, recycled and responsibly sourced options where practical.
- Promoting equality, diversity, and inclusion across all business departments.

Helen Hinds




Finance Director
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Document Review History

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Document Approval

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