

## Labour Standards Policy

### Vygon (UK) Ltd

Vygon (UK) Ltd recognises that we have a responsibility to our customers and employees to ensure Labour standards are not only maintained within our company, but also throughout our supply chain.

Our policy covers:

1. Child labour
2. Discrimination
3. Health and Safety
4. Compensation
5. Working hours
6. Discipline
7. Disciplinary and grievance procedures
8. Forced labour
9. Bribery and corruption

The company policy is to comply with all applicable law, and the minimum labour standards for us and our suppliers are:

1. Child labour – the company does not support the use of child labour.
2. Discrimination – the company does not support any discriminatory practices in hiring, remuneration, promotion, or training.
3. Health and Safety – the company provides safe and healthy working conditions, in line with our health and safety policy.
4. Compensation – the company complies with all applicable laws.
5. Working hours – the company complies with all applicable laws on working hours and holiday entitlements.
6. Discipline - physical abuse or the threat of physical abuse, verbal abuse, harassment or other forms of intimidation are not acceptable.
7. Disciplinary and grievance procedures are documented in our “Performance and conduct Procedure” and “Grievance Procedure”. These have been communicated to all workers and are available on our intranet site. All disciplinary measures shall be recorded, including evidence that the worker knew what they were accused of and were given the right to put across their point of view.

8. Forced labour – we do not support or tolerate forced or bonded labour including forced prison labour. Employees are free to leave upon reasonable notice. We comply with the Modern Slavery Act, and are committed to producing the annual statement to demonstrate that.
9. Bribery and corruption - it is our policy to conduct all business in an honest and ethical manner and in accordance with the Bribery Act 2010.

We will ensure all our suppliers and employees are aware of this policy. Information regarding our suppliers' compliance to relevant Labour Standards are requested and reviewed as part of our supplier approval process.

We comply with the International Labour Organisation (ILO). We are also a formal signatory to the United Nations Global Compact, and committed to complying with their Ten Principles.

The company commits to making available sufficient resources to implement this policy as appropriate to the nature and scale to its operations. We will also review the policy regularly to ensure continual relevance.