

## Labour Standards Assurance System (LSAS) Policy

Mercian Surgical are a supplier of high-quality Surgical Instruments and Medical Devices to the NHS and private healthcare within the UK and export markets.

We commit to upholding ethical labour standards in our activities towards both our customers, staff and our supply chain.

We commit to complying with local laws in all countries from which our products are sourced and ensure our suppliers are also committed to following these regulations.

### **Scope of our LSAS Policy;**

Mercian's LSAS policy is appropriate to the nature and scale of the organisation and is according to UK law. We commit to continual improvement of our processes to ensure compliance to LSAS is maintained.


To ensure the effectiveness of our LSAS policy, it will be annually reviewed as part of our QMS during management review meetings and form part of our QMS to ensure it remains effective, relevant and state of the art in respect of laws.

The LSAS policy will apply to ourselves, our supply chain and the products we supply to the NHS as part of the Framework Agreement.

### **Understanding & definition of our Minimum Labour standards;**

We define our commitment to Labour Standards in the following areas;

- Child Labour
  - Mercian do not employ or support the use of child labour. If the company engages any young workers (on work experience), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.
- Health & Safety
  - Mercian provides a safe and healthy workplace environment and shall take steps to prevent potential accidents and injury to employees by reducing, so far as is reasonably practicable and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with Mercian. Employees shall have access to clean sanitary facilities and drinking water. Responsibility for implementing the Health & Safety element of this policy is assigned to our Health & Safety Manager.
- Living Wages
  - Mercian comply with UK laws and regulations with regard to minimum wage.

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- Working Hours
  - Mercian comply with applicable laws and industry standards on working hours and holiday entitlements. The company's normal working hours do not exceed 48 hours per week.
- Working Conditions
  - Mercian will provide safe and comfortable environment for our workers.
- Freedom of association
  - The freedom of association is respected and Mercian will comply with UK labour relations legislation.
- Non-Discrimination
  - Mercian will not engage in or support any discriminatory practices in recruiting, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination.

**Whistleblowing:**


Breaches of this policy can be made anonymously via our whistleblowing system using this email address: [whistleblowing@merciansurgical.com](mailto:whistleblowing@merciansurgical.com).

**Senior Management Endorsement:**

This policy as detailed in this document has the approval of the senior management at Mercian. The ultimate responsibility for implementation of the policy rests with the Managing Director, John Duffy.



John Duffy  
Managing Director  
Mercian Surgical Supply Company Limited

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