



# **Business Ethics Policy**

Version: 1

[Updated August 2023 by John Shepherd]

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# Business Ethics Policy



Repton Medical believe that it is important for the organisation and its employees to maintain high ethical standards and, as such, Repton Medical is committed to both ensuring high ethical standards within the workplace and in the workplace of its suppliers. Repton Medical also strives for continual improvement and looks to its suppliers to do the same. This policy will be monitored, developed and updated as necessary to ensure that it meets the needs of the organisation, its employees and its stakeholders.

1. This policy will be reviewed on at least an annual basis, taking account of any changes within legislation, best practice, and government or regulator guidance.
2. Repton Medical will adhere to all relevant employment legislation and requirements within the UK and in any other jurisdiction within which it directly operates.
3. All employees are required to adhere to the organisation's policy and procedures on Business Ethics, a copy of which is made available to all employees. All new employees are made aware of this requirement as part of their induction process.
4. Policies relevant to this procedure are available on request.
5. Repton Medical is committed to equality of opportunity and diversity in the workplace. It is the organisation's policy to treat all job applicants and employees fairly and equally, regardless of their sex, chosen gender, pregnancy, maternity leave, age, sexual orientation, religion or belief, marital status, civil partnership status, race, colour, nationality, national origins, ethnic origin or disability.
6. Repton Medical is committed to safeguarding against human rights abuse within its operations and global supply chain. We have undertaken reasonable practicable steps as part of our diligence process to monitor Modern Slavery, Slavery and Servitude, Forced and Compulsory Labour and Human Trafficking.
7. Repton Medical will not tolerate any form of bribery or corruption anywhere in its business, or in its supply chain. Repton Medical will never give or offer any payment, gift, hospitality or other benefit in the expectation that a business advantage will be received, or accept any offer from a third party that is known or suspected to be made with the expectation that Repton Medical will provide a business advantage for their business or anyone else.
8. Senior Management will make available sufficient resources for the implementation and ongoing monitoring of this policy.
9. Repton Medical will ensure that all its key contractors, sub-contractors and suppliers are aware of this policy and, where relevant, have contractual obligations requiring their compliance with it.
10. Repton Medical, requires our suppliers to maintain appropriate ethical standards.
11. Repton Medical will take all reasonable steps to establish the ethics / employment standards of its suppliers in line with the ETI (Ethical Trading Initiative) base code and selected UN data.
12. Based on information supplied to Repton Medical, we will source from suppliers who pass our due diligence checks, as outlined in our Modern Slavery policy, and who maintain appropriate ethical standards for the area in which they operate.
13. Repton Medical will communicate this policy to all our employees and ensure that they are given appropriate training to raise awareness of ethical issues.

This policy will be made available via the Repton Medical website, viewable to the public and any other interested parties. Should an interested party need to contact the Repton Medical ethics team please e-mail [info@reptonmedical.co.uk](mailto:info@reptonmedical.co.uk) with your enquiry.