

## **Rocket Medical Plc Social Accountability Policy**

### **This Summary sets out the main points of the policy:**

This Social Accountability Policy sets out the general requirements and minimum expectations of Rocket Medical Plc., regarding the ethical procurement of goods from its vendors and their vendors for goods supplied to go into Rocket Medical products. It addresses the expectation that our staff and our Vendors have a mutual respect for Rocket Medical's ethical standards and that relationships internally and with our suppliers are based on the principle of fair and honest dealings at all times.

We expect the same principle of fair and honest dealings be extended to all others with whom our Vendors do business, including employees, sub-contractors and other third parties. This policy will be updated in line with changing standards and be a process of continual improvement.

### **Ethical Procurement**

Rocket Medical Plc considers our Vendors to be our partners and we will build our sourcing guidelines based on a partnership strategy motivated by a common commitment to maintain the integrity of our standards and ethics. While we recognise that there are different legal and cultural environments in which our Vendors operate throughout the world, this Policy sets forth the minimum requirements that all Vendors shall meet in order to do business with us.

This Policy provides the foundation for Rocket's ongoing evaluation of a Vendor's practices and our continuing relationship with such Vendors. The standards set forth in this Policy are intended to convey the minimum standard for doing business with Rocket Medical Plc.

#### **1. Vendor Standards Vendors shall:**

- Complete a Rocket Medical Plc. Vendor Quality and Social Accountability questionnaire and any other forms required by Rocket. The Vendor Questionnaire should be completed without any omissions or misleading information;
- Inform Rocket of any changes in the information supplied to Rocket;
- Operate in full compliance with the laws of the respective countries and with all other applicable laws, rules and regulations, including those relating to labour, worker health and safety, and the environment;
- Operate in full compliance with the employment practices set forth below and ensure compliance by each of their suppliers of materials incorporated into Rocket Medical Plc., products or components by dissemination of this policy or the vendors own social accountability policy, providing it addresses all of the item points contained within this policy.

**Rocket Medical Plc Social Accountability Policy****2. Employment Practices.**

Our ethical objective is to ensure that our own and our vendors employees in the whole supply-chain are treated with respect and have rights with regard to employment, including the rights to freely choose employment, freedom of association, payment of a living wage, working hours that comply with national laws, equal opportunities, recognised employment relationship, freedom from intimidation and to a safe and healthy working environment. We expect ourselves and our suppliers to comply with legal requirements and to adopt the following moral principles:

- **Forced Labour** - There shall not be any use of forced or compulsory labour; no required 'deposits' - financial or otherwise; no withholding salary, benefits, property or documents to force personnel to continue work; personnel have the right to leave the premises after their workday; personnel are free to terminate their employment; and no use nor support for human trafficking.
- **Child Labour** - No person shall be employed at an age younger than the legal age for employment in the country of manufacture. Each Vendor must also comply with restrictions in national laws on hazardous work by employees under age 18. No person shall knowingly be employed at an age younger than 15, or younger than the age for completing compulsory education if the age in the country of manufacture is greater than 15. No young worker under the age of 18 shall knowingly be exposed to situations in or outside of the workplace that are likely to jeopardize their health, safety or morals.
- **Work Hours** - Each Vendor shall comply with national laws on the maximum work week. Overtime shall be voluntary unless permissible under applicable law. Workers shall not be asked or required to take work home or off premises except as permissible under applicable law. As part of normal business operations, workers shall be entitled to one full day off out of each seven-day week. Suppliers should not require in excess of a 60-hour week on a regularly scheduled basis, and any such work week shall be subject to the laws regarding the payment of overtime. In the case of those countries where laws do not limit the hours of work, workers should not be required to work on a regular basis in excess of a regular work week plus 12 hours' overtime;
- **Remuneration** - Employers should recognize that wages are essential to meeting their employees' basic needs. Employers shall pay workers for all work completed and shall pay at least the minimum wage required by law and shall provide legally mandated benefits. In addition to payment for regular hours of work, workers shall be paid for overtime hours at such a premium rate as legally required or, in countries where there is no legal standard, at industry standards. In no event shall this be at a

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rate less than the regular hourly rate. Each Vendor shall carry out operations in ways that limit overtime to a level that ensures productive and humane working conditions.

- **Harassment or Abuse** - Workers shall be treated with respect and dignity. Workers shall not be subject to any physical, verbal, sexual or psychological harassment or abuse in connection with their employment.
  - **Non-discrimination** - Workers should be employed and compensated based upon their ability to perform their job, and not personal characteristics or beliefs. No worker shall be subject to discrimination in violation of applicable law related to hiring, training, compensation, promotion, termination or retirement. Workers should not be discriminated against in hiring, remuneration, access to training, promotion, termination or retirement based on race, national origin, religion, disability, gender, gender identity, sexual orientation, union membership, political affiliation or age. Women and men shall receive equal remuneration for work of equal value, equal evaluation of the quality of their work and equal opportunities to fill all open positions.
  - **Freedom of Association and Collective Bargaining** - Each Vendor shall obtain and comply local and national laws and regulations regarding freedom of association and collective bargaining. No employee shall be subject to harassment, intimidation or retaliation in their efforts to pursue their legal rights. All workers should be free to join associations of their own choosing, and they should have the right to bargain collectively. We do not authorize any disciplinary actions from the company against workers who choose to peacefully and lawfully organize or join an association.
  - **Health and Safety** - Employers shall provide a safe and sanitary working environment in order to avoid preventable work-related accidents and injuries. To have a documented Health and Safety Policy that encompasses a safe and healthy working environment bearing in mind international standards, the prevailing knowledge of the industry and of any specific hazards. Take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working practice and environment and provide workers with suitable health and safety training, in order that they fully understand the hazards associated with the work activity and environment and the correct practices required to minimise the risks. Where an employer provides dormitory or other housing for its workers, such facilities shall be operated in a safe and sanitary manner, and in compliance with applicable national laws governing such facilities.
1. **Evaluation and Inspection** - Each Vendor shall allow Rocket Medical Plc and/or any of its representatives or agents unrestricted access to its facilities and to all relevant

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records at all times, whether or not notice is provided in advance. Rocket may use external personnel, overseas agents and/or third party contactors to review a Vendor's adherence to these expectations, and to re-evaluate its existing relationships where the results of those reviews so warrant.

2. Remediation/Re-Evaluation of Vendors - Rocket are willing to work with Vendors where there is an established relationship in order to bring them into compliance where failings are found. Rocket's desire is for continuous improvement in factory conditions, and will only break contractual relations as a last resort. However, Rocket reserves the right to breach contractual relations for any violations of its Policy.
3. Communication and Training- Rocket provides its Policy and other appropriate guidance on its expectations in writing to its employees, suppliers, vendors and managers.

Rocket will not knowingly do business with any vendor that undermines its standards, damages its reputation, and/or threatens our commercial success. Rocket will select only the vendors who share our values and will endeavour to build our business with such Vendors. Rocket reserves the right to break contractual relations, and will not initiate relations with vendors who violate basic human rights.

**Rocket Medical Plc Social Accountability Policy****Responsibility, Authority and Communication**

This policy has been issued under the authority of the Board of Directors, Rocket Medical Plc., and responsibility for implementation of this policy standard is set out below.

- Responsibility for the achievement of this policy rests with the Directors in so making available sufficient resource to enable timely and effective implementation.
- The HR Manager has been nominated as the Management representative responsible for monitoring the policy implementation in everyday activities.
- The Logistics Manager has been nominated to oversee Vendor Compliance and report on this activity to the management representative.
- A yearly management review will be conducted forming part of the Quality management review which will be reviewed and minuted by the Board of Directors.
- This policy will be communicated to all Rocket Medical vendors and be posted onto the Rocket Medical web site.