

Ethical Policy

Vernacare Limited operates to high ethical standards. To demonstrate this, the company is independently audited in compliance with the Ethical Trading Initiative (ETI) Base Code. This is a nine point, internationally recognised code of labour practice. The audit also encompasses raw material suppliers, requiring compliance with the code in the context of local employment legislation. Vernacare Limited personnel visit raw material suppliers at defined intervals to carry out audits and ensure continued compliance with the code, and our own additional requirements. The scores of our supply chain are reviewed annually and are presented below for your information.

Aims & Objectives

We aim to continue auditing our Tier 2 supplier chain partners as part of our continuous improvement and ethical trading policy

We aim to progress from our current LSAS level 2 grade attained for Matrix Park activities at our last independent audit and achieve Level 3 in July 2021.

The next Target would then to achieve Level 4 status, to match our Workshop site, by July 2023.

We aim to increase the ethical compliance of our supply chain through continuous improvement, third party auditing and unannounced visits when and where feasible.

The Vernacare Ethical standard is underpinned by the Base Code outlined by the Ethical Trade Initiative (ETi).

That means adherence to the below:

ETI Base Code

- **Employment is freely chosen**
- **Freedom of association and the right to collective bargaining are respected**
- **Working conditions are safe and hygienic**
- **Child labour shall not be used**
- **Living wages are paid**
- **Working hours are not excessive**
- **No discrimination is practiced**
- **Regular employment is provided**
- **No harsh or inhumane treatment is allowed**

We are very proud of our supply chain ethics and environmental standards, however there is always room for improvement. If you have any ideas on how we can progress our ethics further please get in touch via our contact options.

Vernacare expects all supply chain partners to commit to undertaking all business activities in a fair way, ensuring that anyone they deal with in the course of work is treated with honesty, integrity and respect and that we are all accountable for our actions.

Any company or member of the supply chain must operate within the law as well as understanding and complying with Vernacare's policies, rules, codes and procedures.



This code is written without exception or compromise to these ethical values.

Supply Chain partners are expected to avoid any activity that may pose a conflict or be perceived as to conflict with the Vernacare's interests and relationships.

In the engagement of any third party Vernacare needs to ensure that they are made aware of our Code of Conduct and obtain their agreement to act in accordance with it.

Reporting an incident or concern

Suppliers must work and direct employees in accordance with Vernacare's Whistleblowing Policy (Available on the Company Website).

Vernacare can be contacted confidentially either by:

Calling the LSAS Hotline: **+44 (0) 1204 555976**


Or By E-Mailing: **Vernacare.LSAS@vernagroup.com**

All instances of unethical behaviour will be investigated.

This FULL Policy is Approved for use by :

Author : Rob Wheat


Title : Global Purchasing and Supply Chain Manager / LSAS Representative

Signed : 

Date : 6th July 2021

Director : Richard Hall

Title : Chief Operations Officer (COO)

Signed : 

Date : 5/7/21

Director : Steph Hewitt

Title : Quality Manager (Vernacare Group)

Signed : 

Date : 5/7/21



3rd Party Declaration: Compliance to Ethical Policy

I Hereby Declare, as a 3rd Party member of the Vernacare supply chain, to abide by the Vernacare Code of Ethics, with specific focus to the Employment Laws and Modern Slavery Laws which are referred to.

3rd Party Declaration		
Signature:		
Print Name:		
Position:		
Company name:		
Date:		

Supporting Accreditations		
Accreditation (e.g ISO14001)	Gained	Expires

Retention and Use

The Signed Declaration is issued by the Vernacare Procurement department and will be retained by the same department. Should Tenders or customers require evidence of compliance within the supply chain, the Declaration could potentially be shared with them, as evidence. By signing the above, you approve the document to be used in this way.

If you have any queries or concerns, please address them to your Vernacare contact.