Orthomotion Medical Ltd

Ethical Trading Policy

Orthomotion's Ethical Trading Policy is a minimum and not maximum standard that we, suppliers and clients adhere to and should not be used to prevent them from exceeding these standards. Suppliers and Clients shall comply with this Policy and with all applicable national and international laws and standards in the countries where their products are manufactured. Where the local law and this Policy address the same issue, suppliers and Clients should apply whichever affords the greater protection. Suppliers shall ensure, as far as is reasonably practicable, that their suppliers, subcontractors and consultants, who are directly or indirectly involved in the provision of goods and/or services to any Orthomotion comply with this Policy.

1. Employment is freely chosen

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge monetary deposits or their identity papers with their employer and are free to leave their employment after reasonable notice.

2. Freedom of association and the right to collective bargaining are respected

- Workers have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

3. Working conditions are safe and hygienic

- A safe and hygienic working environment shall be provided,
- Adequate steps shall be taken 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 environments.
- Workers shall receive regular and recorded health and safety training and such training shall be repeated for new or reassigned workers.
- Workers shall be provided with access to clean toilet facilities and to potable water, and, if appropriate sanitary facilities for food storage shall be provided.
- The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

4. Child labour shall not be used

- There shall be no new recruitment of child labour.
- Young persons under 18 shall not be employed in hazardous conditions.
- The policy regarding Child Labour shall comply to all applicable laws.

5. Remuneration

- Wages and benefits paid for a standard working week meet, at a minimum, national living hourly wage or the industry standard. In any event wages shall always be enough to meet basic needs.
- All workers shall be provided with written and understandable information about their employment conditions including information with respect to wages before they enter employment, and about the particulars of their wages for the pay period concerned each time they are paid.

6. Working hours are not excessive

- Working hours must comply with national laws, collective agreements, and the provisions defined in the clauses below, whichever affords the greater protection for workers.
- Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.
- All overtime shall be voluntary.
- The total hours worked in any 7 day period shall not exceed 60 hours, except where covered by the clause below.
- Employees will be given statutory holidays applicable to each country plus, floating holidays, in line with the standards within each country.

7. No discrimination is practised

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular employment is provided

- To every extent possible work performed must be based on recognised employment relationships established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided using labour-only contracting, sub-contracting and home-working arrangements.

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9. No harsh or inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.

10. Entitlement to work

- Only workers with a legal right to work in the country should be employed.

Orthomotion prohibits the confiscation of workers original identification documents.

- For both workers and agency workers, original documents should be reviewed and then returned to workers to verify right to work.

11. Labour Providers

- Labour providers should only supply workers registered with them.
- Relationships with Labour providers should be covered by a Service Level Agreement which meets all national legal requirements.
- Labour providers should be audited on a regular basis to ensure compliance with all national legal requirements.
- Labour providers should not charge workers for finding them a job or for services that are integral to the work finding process.

12. Environment

- At a minimum, suppliers must comply with the requirements of all local and international environmental laws and regulations including having necessary permits.

Tony Fennell
Chief Executive Officer