

## Ethical & Environmental Sourcing Policy – Urgo Ltd

Urgo is a company that has earned a great deal of respect both by the general public and by healthcare professionals (physicians, pharmacists, nurses, etc.). This position means we have responsibilities with regard to all our partners, and must thus develop products that comply with consumer and environmental concerns.

This ethical and environmental policy and commitment is a formalisation of our intentions. We are striving to ensure that all our suppliers, regardless of the country in which they are located, respect human rights and the ethical, social and environmental requirements that we consider to be fundamental and essential to our on-going collaboration. The ethical and environmental commitment details the minimum commitments we are asking all our suppliers to comply with. Urgo also complies with these commitments in its operations and business.

The ethical and environmental commitment that we expect our significant supplies to adhere to testifies to our commitment to include the principles of sustainable development throughout our business and to promote these principles in our relations with our partners. Compliance with this commitment is a key condition to ensuring continuity of relations between Urgo and our suppliers, and we count on them, but also on our staff, to apply the principles daily. Where suppliers are found not to comply we will take steps to bring them to compliance or may cease working with such organisations.

Our policy requires that our suppliers meet both the eight International Labour Organisation “Fundamental conventions” and local/national regulations in their country of operation. We accept that all countries are different and that sustainable development in a country may look different to how we perceive it in the UK and this may be acceptable within the fundamental principles of the ILO and/or local or national regulations for the country of operation.

The eight ILO fundamental conventions we expect to be respected are:

- C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C029 - Forced Labour Convention, 1930 (No. 29)
- C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
- C100 - Equal Remuneration Convention, 1951 (No. 100)
- C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C138 - Minimum Age Convention, 1973 (No. 138)
- C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)

In considering to deal with companies we will use the ILO ratification of these principles by country as a guide to the assessment of individual companies ([ILO Convention Weblink](#)) and determine the steps we need to take to assure ourselves of compliance to this policy. As a supplier to the National Health Service we also comply with the NHS Labour Standards Assurance System (LSAS) as found at <https://www.supplychain.nhs.uk> and require our suppliers to do the same.

We also abide by and expect that our suppliers abide by a sound set of environmental principles to minimise and reduce the impact of their operations on the environment (material handling, energy consumption and waste). Urgo Ltd is working towards achieving ISO14001 in this respect and this is our “ideal minimum” for our suppliers. However, we also respect that not all companies can resource such an activity and thus it is the structured actions and improvement that we are expecting to see from our suppliers to measure and reduce such impact. This is in addition to local, national and international regulations on waste disposal and hazardous substances.

More detail is set out in the Urgo Ltd (Industries) “Ethical and Environmental Commitment document”.



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