

Supply chain ethical and environmental practices policy

Stannah D&M Ltd has a legal and ethical obligation to ensure its purchasing practices and standards place a priority on safety and are environmentally sound, efficient and well managed on behalf of our employees, customers, suppliers and the environment.

We need to be able to work with our suppliers to ensure that they understand and adhere to Stannah's needs and business standards. Appreciating the diversity of business cultures around the world, we aim to work with our chosen suppliers to help them identify which of their practices are weak and how they should take responsibility to resolve any gaps in order to continue to do business with us.

Ethical purchasing policy

All supply chain professionals who make commitments to suppliers are tasked with obtaining and retaining best value and the most competitive products and services available. It is also about ensuring that the products and services we buy are obtained from sources that respect our safety, health, environment, product quality, social, legal and ethical standards and sustainability requirements. Our ethical and environmental practices are important in embedding Corporate Social Responsibility in our supply chain.

Stannah prides itself on the quality of its products and is committed to working with its suppliers. We acknowledge the important role they play in the success of our business and recognise that we have a responsibility towards them and their employees.

This policy sets out the standards that we expect of suppliers with whom we have a direct relationship. In turn, we expect those suppliers to apply similar standards and principles with their suppliers throughout the supply chain.

Where non-compliance is identified we will work with these suppliers in a spirit of continuous improvement, but expect suppliers to enter into and commit to complete corrective action plans as part of their contract. Where this approach fails, we reserve the right to take steps, up to and including termination of contract.

Our standards:

- Suppliers should always work within the laws and relevant legislation of their own country.
- Wages, benefits and working hours should at least meet industry benchmarks or national legal standards, including minimum wage, overtime and maximum

hours. Suppliers should always pay in cash and not in kind, e.g. goods, vouchers.

- Employment should be freely chosen. There must be no forced or compulsory labour and workers must be free to leave their employer after reasonable notice.
- Suppliers should respect their workers' rights to freedom of association and the right to collective bargaining. Where this is restricted under law, the employer should facilitate alternative means for independent and free association and bargaining.
- Systems and procedures to ensure a healthy and safe working environment should be implemented by employers and reviewed regularly.
- Suppliers should have an environmental management system in place and are encouraged to report on their environmental performance.
- In respect of child labour, suppliers should conform to the provisions of the ILO Convention 138 Minimum Age for Admission to Employment.
- Suppliers should ensure that discrimination, harsh and inhumane treatment of any of employees is prohibited and systems are in place to prevent this.
- Suppliers should take responsibility for ensuring this policy is adhered to by their suppliers.

Environmental procurement practice

The environment matters to Stannah. We recognise that in order to be successful business, we have to be realistic in the steps that we take to make the best stairlifts in the world. But that doesn't stop us finding practical and realistic solutions to environmental protection issues wherever we can.

Our suppliers are asked to give consideration to minimising their negative impact on the environment when supplying goods and services to Stannah.

Suppliers and their sub suppliers should be able:

- To adhere to all environmental legislation, regulations and all local laws to facilitate the protection of the environment.
- To have a process that ensures conformity to local regulations, including those relating to handling, recycling and the elimination and disposal of dangerous materials.

- To have concern for the environment and an action plan to reduce the company's impact (e.g., energy reduction programme, recycling).
- To work actively to improve the environment and proactively to pursue any initiatives that bring about the improvement.
- To measure the impact on the environment and set targets to reduce that impact/improve performance.

During the period of any contract, we expect the supplier to make all reasonable efforts to support initiatives or targets that Stannah may from time to time introduce where the initiatives are relevant to their area of the Stannah supply chain, e.g. Carbon foot print reduction targets.