



# ETHICAL TRADING POLICY STATEMENT

St Clair Healthcare Limited is fully committed to conducting its business with integrity, in an open, fair and moral way and to act in a socially responsible manner by:

- ✓ Respecting the economic, social, cultural, political and civil rights of those involved in our operations
- ✓ Complying with all current human rights legislation
- ✓ Ensuring that employment is freely chosen and that there is no forced or involuntary labour
- ✓ Ensuring that there shall be no use or recruitment of child labour
- ✓ Not tolerating any form of harassment in the workplace
- ✓ Creating a healthy and safe work environment for each employee
- ✓ Ensuring that working hours and remuneration meet national legal standards as a minimum
- ✓ Ensuring that there is no discrimination in hiring, termination or retirement based on age, race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership or political affiliation
- ✓ Prohibiting physical abuse or discipline, sexual or other harassment and verbal abuse or other forms of intimidation
- ✓ Meeting all relevant national environmental laws and regulations