

# Corporate

## Corporate Social responsibility statement

Intersurgical take into account the interests of all our stakeholders including our employees, customers and suppliers as well as the community and environment in which we operate.

### 1. Employee

1.1 Intersurgical respects the dignity and rights of all employees.

We -

- are committed to complying with employment laws and regulations
- provide clear and fair terms of employment
- provide clean, healthy and safe working conditions
- have a fair remuneration policy everywhere we operate
- strive for equal opportunities for all present and potential employees
- encourage employees to develop skills and progress in their careers
- do not tolerate any sexual, physical or mental harassment of our employees
- do not discriminate on grounds of colour, ethnic origin, gender, age, religion, political or other opinion, disability or sexual orientation
- do not employ underage staff

### 2. Customers

2.1 Intersurgical treats its customers with respect.

- we seek to be honest and fair in our relationships with our customers;
- we provide the standards of products and services that have been agreed; and
- we take all reasonable steps to ensure the safety and quality of the goods and services we provide

### 3. Suppliers and subcontractors

3.1 Intersurgical treats its suppliers and subcontractors with respect.

We -

- seek to be honest and fair in our relationships with our suppliers and subcontractors;
- have a policy not to offer, pay or accept bribes or substantial favours;
- pay suppliers and subcontractors in accordance with agreed terms; and
- encourage suppliers and subcontractors to abide by the principles of this Charter.
- will not knowingly use suppliers who infringe applicable employment laws and regulations
- ask all our suppliers to adhere to our Ethical Employment Code of Practice.

### 4. Community

4.1 Intersurgical seeks to be a good corporate citizen respecting the laws of the countries in which we operate.

We -

- aim to make the communities in which we work better places to live and do business
- aim to be sensitive to the local community's cultural, social and economic needs
- endeavour to protect and preserve the environment where we operate

### 5. Environment

5.1 Intersurgical is committed to minimising the environmental impacts on the company's products, activities and services, and the prevention of environmental pollution.

- Intersurgical have implemented an Environmental Management System, and have been certified to the International Standard ISO 14001
- Intersurgical share our commitment to the environment with our suppliers whose practices conform to applicable environmental standards

### 6. Management Commitment

6.1 Intersurgical management accept responsibility for adhering to this statement

- we have processes in place to ensure that employees are informed of their responsibilities in adhering to these guidelines

Howard Bellm - Managing Director



**INTERSURGICAL**  
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