



## **Social Accountability** *SA8000 SOCIAL ACCOUNTABILITY*

1. Overview of SA8000, the Global Workplace Standard:
  - a. The SA8000 is a social accountability system, a tool for retailers, brand companies, suppliers and other organisations to assure just and decent working conditions in the supply chain. SA8000 is a leading workplace standard and verification system because it offers a unique combination of attributes that make it highly credible and efficient.
2. SA8000 Standard Elements:
  - a. SA8000 is based on international workplace norms in the ILO conventions and the UN's Universal Declaration of Human Rights and the Convention on Rights of the Child. Listed below is a summary of the main principles:
    - **Child Labour** – no workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention 138 developing-country exception; remediation of any child found to be working
    - **Forced Labour** – no forced labor, including prison or debt bondage labor; no lodging of deposits or identity papers by employers or outside recruiters
    - **Health and Safety** – provide a safe and healthy work environment; take steps to prevent injuries; regular health and safety worker training; system to detect threats to health and safety; access to bathrooms and potable water
    - **Freedom of Association and Right to Collective Bargaining** – respect the right to form and join trade unions and bargain collectively; where law prohibits these freedoms, facilitate parallel means of association and bargaining
    - **Discrimination** – no discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment
    - **Discipline** – no corporal punishment, mental or physical coercion or verbal abuse
    - **Working Hours** – comply with the applicable law but, in any event, no more than 48 hours per week with at least one day off for every seven day period; voluntary overtime paid at a premium rate and not to exceed 12 hours per week on a regular basis; overtime may be mandatory if part of a collective bargaining agreement
    - **Compensation** – wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary deductions
    - **Management System** – facilities seeking to gain and maintain certification must go beyond simple compliance to integrate the standard into their management systems and practice



**DLS Medical Policy on SA8000 standard.**

DLS Medical contends that its policies adhere to or exceed the bullet points listed above by way of its Health and Safety Policy, Disability Discrimination Policy, Standard Terms and Conditions of Employment, ISO13485:2016 accreditation and general working practices.

Where it is necessary to operate outside these standard elements, DLS Medical will act in a fair and appropriate manner and will initiate proceedings in accordance with UK statutory guidelines – for example the Working Time Directive.

Signed **George Brewis**.....(Managing Director)

Date.....20.09.2023.....