



# VIAMED

## Viamed Ltd

### Ethical Policy

#### 1. Introduction

This Ethical Policy provides guidance for all business practices of Viamed Ltd. We are committed to the principles of the Universal Declaration of Human Rights (UDHR) and to compliance with UK and international law. We aim to ensure freedom from oppression, fair treatment, and respect for all stakeholders. This policy is reviewed annually.

#### 2. Human Rights

We respect the Modern Slavery Act 2015 and ensure our operations and supply chains promote human rights. We will not work with organisations that:

- Fail to uphold human rights or fair labour standards.
- Support oppressive regimes or abuse state security forces.
- Allow modern slavery or human trafficking.

#### 3. Arms Trade

We reject engagement with businesses or individuals involved in armaments to oppressive regimes or those making torture or execution tools.

#### 4. Global Trade and Labour Rights

We support ILO Conventions on labour rights and encourage fair trade. We prohibit:

- Exploitative marketing, especially towards children.
- Irresponsible financial trading.
- The production or sale of tobacco or illicit drugs.

We comply with the Equality Act 2010, promoting diversity, inclusion and non-discrimination.

#### 5. Genetic Modification (GMOs)

We oppose uncontrolled or unethical GMO use and reject seed technologies designed only to enforce patents.

#### 6. Ecological Impact and Animal Welfare

We reduce ecological impact through recycling, sustainable waste management, renewable energy and sustainable natural products.

We encourage animal welfare and support alternatives to animal testing.

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## **7. Anti-Bribery and Corruption**

We follow the Bribery Act 2010, requiring transparency, fairness and integrity in all dealings, and expect the same from partners.

## **8. Compliance and Governance**

This policy applies to all employees, agency workers, contractors, suppliers, and business partners. We provide training on ethical standards, modern slavery, and bribery, and we monitor supplier compliance. We are committed to the UK Corporate Governance Code (2018) and high standards of ethical behaviour.