

ILO Core Labour Standards Policy

1. Purpose

The policy outlines Virtumed's commitment to upholding the International Labour Organisation (ILO) Core Conventions. It applies to all employees/contractors, and suppliers, ensuring that our operations and supply chains promote fundamental rights at work.

2. Freedom of Association Policy for Employees and Contractors

- All employees/contractors have the right to freely associate, form, and join trade unions or workers' organisations of their choice, without fear of retaliation or interference.
- The organisation respects the right to collective bargaining and engages in good-faith dialogue with employee /contractor representatives.
- No employee/contractor shall be discriminated against or penalised for participation in lawful trade union activities.

3. Prohibition of Child Labour

- Virtumed strictly prohibits the employment of individuals under the age of 15, or the minimum age specified by national law, whichever is higher.
- Age verification measures are implemented during hiring to ensure compliance.

4. Elimination of Forced or Compulsory Labour

- All work must be voluntary. Virtumed does not tolerate any form of forced, bonded, or involuntary labour.
- Employees/Contractors shall not be required to lodge deposits or identity documents with the employer.
- All employees/contractors have the right to terminate their employment after reasonable notice, in accordance with national legislation or contract terms.

5. Non-Discrimination in Employment and Occupation

- Virtumed actively promotes inclusion of diversity.
- The Leadership team is over 50% female, and the composition reflects the demographics of South Africa.
- Discrimination based on race, gender, religion, age, disability, sexual orientation, nationality, political opinion, or any other status is strictly prohibited.
- Employment /Contractual decisions are based solely on qualifications, skills, and performance.

6. Ethical Expectations of Suppliers

- All suppliers and service providers must comply with all applicable laws and align their practices with the ILO Core Conventions.
- Suppliers are expected to:
 - 1.Uphold workers' rights to freedom of association and collective bargaining.
 2. Prohibit child labour and forced labour.
 3. Ensure non-discrimination and fair treatment in their workforce.
- Virtumed reserves the right to assess suppliers' labour practices and terminate relationships with those found in breach of this policy.

7. Monitoring and Compliance

- Regular internal reviews and risk assessments are conducted to ensure compliance.
- Alleged violations can be reported confidentially and will be investigated promptly.
- Non-compliance may lead to corrective actions, including training, remediation, or disciplinary action.