

Ethical Labour and Human Rights Policy

1. Purpose:

The policy outlines Virtumed's commitment in upholding the highest standards of ethical labour practices and human rights. We recognise that our responsibilities extend to all individuals impacted by our operations, including all employee's/contractors and stakeholders.

2. Respect for Human Rights:

We support and respect internationally recognised human rights, including but not limited to:

- Freedom of expression: All individuals have the right to voice opinions without fear of retaliation.
- Freedom of association: We support the right of individuals to engage with professional communities.
- Safe and respectful environment: We are committed to providing a workplace free from violence, harassment, and any form of abuse.

3. Fair and Safe Working Conditions

We ensure that all work is conducted under fair and safe conditions, including:

- Compliance with applicable labour laws and health and safety regulations.
- Reasonable working hours, no team member is expected to work more than 40 hours per week, and flexibility is built into our operations. Burnout and overwork run contrary to our sustainability philosophy.
- Regular assessment and improvement of workplace safety standards.

4. Anti-Discrimination and Equal Opportunity

We prohibit discrimination of any kind, including but not limited to race, gender, age, religion, disability, sexual orientation, or nationality. Employment and advancement are based solely on merit, qualifications, and performance.

5. Shared Responsibility

We believe that protecting human rights is a shared responsibility. We expect our suppliers, employee's/contractors, and business partners to uphold the same principles and commit to ethical practices. We work collaboratively to identify risks, address grievances, and ensure continual improvement.

At Virtumed, all team members, from CEO to support staff, share responsibility for cleaning and office maintenance. This practice reinforces respect, humility and shared ownership.

6. Expectations

All employee's/contractors are expected to:

- Read and understand this policy and incorporate its principles into daily operations.
- Treat all workers with dignity and respect, regardless of role or contract type.
- Report any concerns or violations related to labour rights or workplace ethics.

7. Monitoring and Compliance

To ensure these standards are upheld:

- We conduct periodic internal reviews and audits to evaluate working conditions and human rights compliance.
- We provide clear channels for employees/contractors and stakeholders to raise concerns confidentially and without fear of reprisal.
- Breaches of this policy will be investigated promptly and may result in disciplinary action, termination of contracts, or reporting to relevant authorities, depending on severity.

Virtumed is committed to continual improvement and transparency in all aspects of labour and human rights, and we value collaboration in creating ethical and sustainable working environments.