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Telephone: +44 7395304625

Human Rights Policy 1 Stop Medical Supplies Ltd

I. Policy Statement and Commitment

1 Stop Medical Supplies Ltd. (the Company) commits to respecting, protecting, and fulfilling Human Rights in all its operations.

- The Company explicitly commits to respecting **Human Rights** in line with national and international standards. This commitment aligns with the **Human Rights Act 1998**, the **UN Guiding Principles on Business and Human Rights (UNGPR)**, and the **International Labour Organization's (ILO) core conventions**.
- The goal is to take reasonable steps to prevent and address any negative impacts on Human Rights caused by or contributed to by the Company's business activities.
- The Company commits to an ongoing review and improvement of this policy and its Human Rights impacts.
- **Employment Statistics:**
 - Male: 100%
 - Female: 0%
 - Persons with Disabilities: 100%
 - Ethnic Minorities: 0%
 - Other Vulnerable Groups: 0%
- The company is committed to increase our diversity and employ more Female staff and continue our development and inclusion of Persons with Disabilities into our workforce.

II. Due Diligence and Supply Chain Assurance (The ISO Framework)

As a supplier of medical devices, 1 Stop Medical Supplies Ltd. manages its supply chain risks through its certified Quality Management Systems, which serve as the foundation for Human Rights Due Diligence.

- **Integrated Due Diligence:** The Company conducts due diligence on its entire supply chain for public contracts by leveraging its certified **ISO 13485** quality controls.
- **Supplier Requirements:** Compliance with the Company's established ISO-driven quality controls is **required by all our suppliers**. This contractual requirement provides a defined process for monitoring, auditing, and managing supplier performance and ethical compliance.
- **Identifying Risks:** The ISO framework will be utilized to identify and mitigate Human Rights issues most relevant to the medical device supply chain, such as labour practices, ethical sourcing of materials, and prohibitions on **forced labour** or **child labour**.
- **Process Documentation:** The processes required by the Contracting Authority will set out how our ISO quality controls are specifically applied to demonstrate consideration for Human Rights within the scope of this particular contract.

III. Scope, Expectations, and Grievance Mechanisms

This policy sets out the expectations for all employees, staff, subcontractors, and business partners working with 1 Stop Medical Supplies Ltd.



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- **Internal Expectations:** All staff and other workers employed by the Company are expected to adhere to and promote the principles outlined in this policy, including compliance with occupational health and safety policies.
- **Contracting Authority Expectations:** The Company will maintain the key principle of **good communication and sharing of information** with the Contracting Authority (CA) on Human Rights matters and respond timeously to any and all requests for information.
- **Grievance Mechanisms:** The Company's **complaints/grievance mechanisms**, are easily accessible and all stakeholders can make reports via our website at www.1stopmedical.co.uk or via email to compliance@1stopmedical.co.uk. This includes all staff members, suppliers, customers and business partners.
- **Monitoring and Improvement:** We have set mechanisms for monitoring compliance and reporting on performance, along with specific measures in place to improve human rights protections over time. We utilize publicly available data and metrics to identify at risk sectors and ensure we update our due diligence in those sectors including but not limited liaising with suppliers' ISO auditors to validate findings and ensure compliance.

IV. Contractual Reporting and Monitoring

For public contracts, 1 Stop Medical Supplies Ltd. will adhere to all mandatory reporting requirements specified in the contract clauses.

- **Policy Submission:** The Company will submit a copy of this Human Rights policy and related processes to the Contracting Authority's Project Manager, typically within **30 or 60 days** of contract award/commencement.
- **Annual Progress Report:** An **Annual Progress Report** will be submitted to the CA detailing the steps taken by the Contractor and its subcontractors (if any) to implement the Human Rights policy and procedures on the contract.
 - This report will use contextual and qualitative information to describe Human Rights impacts and how they are managed, often using quality indicators based on the UNGP Reporting Framework.
- **Monitoring System:** The delivery of the Human Rights policy will be recorded internally and the policy document itself is delivered directly to the Contracting Authority and posted on the Company Website: www.1stopmedical.co.uk
- **Oversight:** The Company will allow the CA to inspect supply chains, survey workers, and request payment information if required.



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