

Medifab Ltd Sustainability Policy Statement



Shaping better lives.

As a caring, corporate citizen, Medifab supports the responsible stewardship of the earth, its inhabitants and resources. Medifab work together with partners, employees, suppliers and customers to improve our sustainability; and consider economic, environmental and social factors in decision making. This statement outlines Medifab's Sustainability policy and has supporting policies and procedures which are incorporated into Medifab's Company Management System. Examples of our sustainable actions are listed below:

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People:

- **Travel:** Actively encourage staff to cycle, walk, carpool, or use public transport to get to work, and supplier or customer meetings, where practical and cost-effective. Manage and record business mileage and emissions.
- **Supply Chain:** Work with partners and suppliers to promote sustainability and development of sustainable solutions.
- **Local Labour:** Committal to employment of local labour, including the improvement of all employee skill bases to assist them in career development.
- **Health and Safety:** Promotion of healthy and safe working environments for employees and all affected stakeholders.

Product:

- **Lean Management:** Medifab reduces the amount of raw materials used and manufactures according to Lean principles which eliminate waste in the manufacturing processes.
- **Reusability:** Medifab believes in reusability and reissuability. Our products are designed for long life, with most Medifab manufactured products being able to be reused for other clients during the product's life cycle. Medifab's procurement team only select products and components of the highest quality, so that our customers gain many years of use out of their Medifab products.
- **Charitable Support:** Old and obsolete product will be donated to impoverished communities such as the Pacific Islands (made possible by New Zealand therapists who facilitate workshops in countries such as Samoa). See examples [here](#).

Planet:

- **Environmental Principles:** Ensure that Medifab is run on sound environmental principles, including reduction of emissions, energy conservation and good waste management practices.
- **Legal:** Ensure compliance with any legislation that promotes sustainability, in each of the countries which Medifab operates in.
- **Our Impact:** Medifab will seek to reduce our carbon footprint and monitor operational resource use. We will seek to reduce energy consumption by purchasing energy efficient equipment and good housekeeping.
- **Recycling:** We will endeavour to maximise material reuse and recycling, and actively promote methods which minimise waste. Printing is avoided where electronic copies suffice, toner cartridges are recycled through the print providers and paper is recycled. Metals are recycled through scrap metal dealers.

Medifab are committed to responsibly growing the business while continually monitoring, managing and optimising operational activities to ensure there are no adverse impacts on local environment, and the communities in which we operate. Our committal involves conducting business activities according to rigorous ethical, legal and professional standards, and the company values of [LIVES](#). Medifab undertake to review this Sustainability policy on a regular basis to maintain and extend our commitment to the principles of sustainability.

A handwritten signature in blue ink, appearing to read "R. Mascull".

Roger Mascull - Medifab Ltd CEO

November 2014