



2015 Issue
Business Responsibility Report

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Foreword

...from the *Managing Director*

Welcome to the 2015 Business Responsibility Report from Vygon (UK) Ltd.

2015 has been a big year for us. From winning the prestigious Investors in People Bronze Level Award in recognition of our ongoing focus and investment in our employees, to our continued focus on maintaining a sustainable workplace.

This is further reflected in our commitment to assessing our total company carbon footprint, which will lay the foundations to our carbon footprint project in 2016.

At the heart of this activity are our people. Our dedication to individual progression within the company has been celebrated this year with the introduction of the Vygon Length of Service Award. This award serves as not only recognition of achievement but also as a reminder that our employees are an invaluable driver to the overall success of the company.

This is our fifth Business Responsibility Report and we are proud to be making progress in this area, which is reflected in our commitment to the Ten Principles outlined by the United Nations Global Impact (UNGC).

Les Davies,
Managing Director

“Corporate sustainability starts with a company’s value system and a principled approach to doing business.”

Guide to Corporate Sustainability
United Nations Global Compact (UNGC)

See page 27 to see how this Business Responsibility Report relates to the Principles of the UNGC.

Vygon Value:

Committed to Excellence

Our efforts and behaviour are results orientated. Results create success, pride and motivation in the individual employee and the company as a whole.

Vygon

...at a glance

The Vygon Group was established in France in 1962 by Pierre Simonet and has since expanded its business worldwide with subsidiaries all over the world and product distributors operating in a further 64 countries. There are seven factories producing Vygon products, all are certified to ISO9000 and ISO13485.

Vygon (UK) Ltd was established in 1973, and in terms of turnover is the largest subsidiary of the group. In 2015, our turnover was just under £58 million. We are a leading and trusted supplier of medical and surgical consumables to the NHS, as well as operating in private, homecare and veterinary markets.



27
subsidiaries
around the world

166
employees at
Vygon (UK) Ltd

2,130
employees in the
Vygon Group

Business Responsibility Governance

...at Vygon (UK) Ltd

Vygon (UK) Ltd has established a clear management structure for coordinating Business Responsibility. All aspects are assessed by the individual responsible for sustainability: the Business Responsibility Co-ordinator. These are then assessed and prioritised for recommendation to the Business Responsibility Steering Group. The Business Responsibility Co-ordinator is then responsible for the implementation, monitoring and reporting of these recommendations. The Business Responsibility Co-ordinator maintains company knowledge of Business Responsibility news and trends and reports them to the Business Responsibility Steering Group so that changes can be made where necessary. The position is also responsible for training Vygon (UK) Ltd employees at all levels on Business Responsibility matters.

The Business Responsibility Steering Group includes all members of the Leadership Team. Meetings are held on a quarterly basis, or more often if necessary.

The Business Responsibility Champions Group is a group of departmental representatives that meet every quarter to discuss all things related to sustainability. In 2015, the Group was involved in organising Vygon (UK) Ltd's second Environmental week. They also provide assistance in collating data for our annual reports.

Our charity employee group, Vygon Helping Others, has been successfully running for over three years, looking after and arranging all charitable events at Vygon (UK) Ltd. (More on page 25.)

All employee groups include the Business Responsibility Co-ordinator who acts as a link and reports directly to the Steering Group.



Business Responsibility Training

As part of our induction process, all new employees receive training on Business Responsibility. During 2015, 30 new recruits attended their induction presentation which provides basic information on sustainability, social, economic and environmental elements, and on our priorities and achievements to date. In December 2015, all Vygon (UK) Ltd employees also received an introduction to carbon footprint in preparation to the future calculation project.

Employees

Vygon value:

Investing in People



We will invest in education and development to enable employees to be the best that they can be.

We will encourage independent thinking and allow holistic decisions to be made at appropriate levels in the organisation – and thereby release **energy, potential** and **commitment**.

Investors in People



The Investors in People (IIP) standard is the sign of a great employer, an outstanding place to work and a workplace that demonstrates clear commitment to sustainability.

In 2015, IIP accredited Vygon (UK) Ltd with a Bronze Award recognising the company's commitment to its staff, training, structure and management.

This award represents our achievement in attaining a standard for better people management through a recognised worldwide accreditation, demonstrating that Vygon (UK) Ltd is an outstanding place to work and is clearly committed to sustainability.

Being accredited with the IIP award is an excellent achievement. It shows our existing staff, prospective employees, customers and the public, that we are a company committed to leading, managing, motivating, training, improving and outperforming in key business areas.

To achieve the Bronze Award we were assessed against an IIP framework that reflects the best practices in high performance working in three key areas - leading, supporting and improving. To achieve the award we had to demonstrate evidence of these three key areas within our company structure, staff and business.

This involved providing evidence of work systems that are in place to inspire and motivate staff. The way in which staff are managed, developed and offered continuous improvement was demonstrated as well as the company's ability to sustain success, respond to change and focus on the future.

Vygon (UK) Ltd will hold the IIP Award until 2018 when we will be re-assessed.



Extracts from IIP Report:

“Yours is an excellent organisation with well-developed professional people.”

“Your people were able to give many examples of improvements in the way in which they were managed, from the reorganisation of workflows, to greater training opportunities, to closer working relationships with other teams.”

“Many people spoke about the support available at every stage of their career development.”



Diversity



Vygon value

Respectful of Others

We value diversity and seek strength in our differences.

We show respect while challenging each other in a constructive way.

Workplace diversity in numbers

166
employees at
Vygon (UK) Ltd

Employee
turnover for
2015:

New starters

24 **10**
female male

Leavers

12 **10**
female male

Under 30

Male
Female

14
22

30-50

44
55

Over 50

16
15

143
full time

23
part time

Our Equal Opportunities Policy reconfirms this belief by stating that we always aim to discourage any prejudice against a wide range of personal differences, such as:

- Age
- Religion, belief or faith
- Ethnic origin
- Sexual orientation
- Gender, gender reassignment
- Spent or irrelevant convictions
- Learning difficulties
- Academic or vocational qualification
- Marital status
- Physical and mental abilities
- Physical appearance
- Trade union membership
- Political affiliation
- Accent
- Health, including mental illness
- Caring responsibilities.



“

We view all diversity as an opportunity to enrich the organisation. In so doing Vygon undertakes to manage and promote and nurture such diversity by means of continual development of all individuals.

Equal Opportunities Policy, Vygon (UK) Ltd

”

Employee Engagement

We engage and communicate with employees through various channels:

VygonConnect – the company internal communications portal, which provides employees with the latest news, vacancies, as well as quick access to company policies and other useful documents.

Staff also receive a regular NewsFlash (email), for the latest updates on products, and staff and department etc. Sustainability news and achievements are also included in NewsFlashes along with charity news and announcements.

Every month, senior managers deliver a meeting to all office based staff and present figures and sales for the previous month, as well as any significant changes taking place within the company. This meeting is an excellent engagement tool, and provides all employees with an opportunity to raise any questions or concerns regarding activities or changes within the business.

'YourVoice' is a group of people who have been joined together to enable employees to have a voice and provide staff the opportunity to raise suggestions and improvements that will make Vygon (UK) Ltd a better place to work in.

The team definition for YourVoice is: The voice of Vygon (UK) Ltd employees to raise suggestions for improvement, communication and change.



Health and Safety

We take our employees' health & safety very seriously. It is the policy of Vygon (UK) Ltd to comply with the workplace Regulations 1992 (Health, Safety & Welfare), providing and maintaining a healthy and safe working environment. In return, we expect our employees not to take part in any actions that might be deemed unsafe. Every employee in the company is trained to perform their job effectively and safely. Health and Safety training is also included as part of every new employee's induction.

Training and Development

It is Vygon (UK) Ltd's policy to train all staff employed, whether they are in full-time, part-time or temporary employment. Training needs are regularly assessed through performance reviews, and the dedicated Training Department is informed prior to any training being undertaken. All training records are kept and maintained at local team level, and it is every individual's responsibility to make sure that their personal record is up to date.

Our induction programme for new employees includes a company presentation, Business Responsibility presentation, QA/RA induction, Health and Safety induction, efficient driving course for all company car users etc.

Health and safety incidents in numbers

	2013	2014	2015
Fatalities	0	0	0
Major injuries	0	0	0
Minor injuries	11	5	10



As a sales company, we strive to always fulfil the needs and expectations of our customers by creating exceptional service and value.

Customers

Recognition

In 2015 Vygon (UK) Ltd was shortlisted not just in one, but in three categories for the National GO Awards (Excellence in Public Procurement).

The categories were:

- Corporate Social Responsibility Initiative of the Year Award
- Small Business / Third Sector Engagement Initiative of the Year Award
- Best Service Award – Health and Social Care Organisations.



NHS Sustainability Day campaign

In 2015, Vygon (UK) Ltd continued sponsoring and supporting NHS Sustainability Day campaign. Now in its third year, the campaign is focused on promoting sustainability best practices across the health sector. We have attended three of their roadshows and promoted our products that are designed to meet our customers' sustainable goals by making their procedures safer and more efficient.

Customer Training

All our customers receive free of charge training on the products they buy from us. Our Sales Representatives are trained to the highest standard in line with the latest clinical guidance and protocol. Their initial training plan when joining the company lasts on average six months, and includes in-depth product training, a three-day selling skills course, psychology of performance, hospital visits and procurement training. The whole programme consists of approximately 93 days of training.

Our Training Managers also provide product training to customers around the world. **During 2015, we trained over 487 people in 25 countries.**

Study Days

Vygon (UK) Ltd runs clinician-led gastrostomy study days, for up to 100 delegates. These events are funded by an educational grant, with all proceeds from the small registration fee going to our nominated charities - PINNT or CHAS. All delegates have the opportunity to listen to experts and take part in hands-on workshops.

The amounts donated to two charities during 2015:

PINNT:	£2,885.00
CHAS:	£495.00



Patients on Intravenous & Nasogastric Nutrition Therapy (PINNT) help anyone who can't nourish their body from normal food and drink. Children's Hospice Association Scotland (CHAS) provide vital hospice services for children and young people with life-shortening conditions.

Vygon Homecare

To meet our customers' demand for cost savings and efficiency, Vygon (UK) Ltd launched the Homecare Division in 2014 to provide best practice and deliver care solutions direct to patients in their own homes. Statistics show that increasing numbers of patients up and down the country are leaving hospital but still require ongoing or post-operative care and support. Our product knowledge, experience and training, supported by a reliable, tried and tested supply network means we are well-placed to help within the Homecare sector.

With our expertise we are confident we can offer healthcare professionals working in the community, as well as the patients themselves the right products to fit the needs and challenges faced in a domestic environment.

We have also created a website dedicated to Homecare. Community nurses and practitioners can now use the website to order Vygon (UK) Ltd products for their patients, saving hospital administration and collection time.

Vygon (UK) Ltd has been supplying the UK healthcare market for more than 40 years and offers high levels of customer service and delivery. The new website enables us to directly support practitioners and Trusts providing care in the home.

One of the products available on the website is a vital disinfection device: the Curot Port Protector. This is the first time that the device is being sold directly to patients in the UK. Studies have shown it reduces Central Line Associated Bloodstream Infections (CLABSI) and Catheter Related Bloodstream Infections (CRBSI). For more information on Curot and how we have helped one of our customers to drive down the infection rates, see page 19.

Customer Communications

Vygon (UK) Ltd is a company that is very customer orientated. Therefore we like to take time to really listen to our customers.

Focus Newspaper

In 2015 we produced our second issue of Focus, our newspaper that is aimed at our customers and is packed full of success stories of the health practitioners using our products. It included news on the latest patient care solutions, products and services that are available at the moment.



There are many mechanisms in place in terms of customer communications. Some examples are:

- Contact with Sales Executives who are not only trained to sell but to educate, maintain and ensure the customer is well catered for.
- Telephone and electronic sales support where customers in particular, but any stakeholder may raise concerns.
- Frequent education and training days attended by not only Sales Executives but also by our Business Development and Product Managers.
- Dedicated Business Responsibility contacts fed directly to the Business Responsibility Co-ordinator.
- Formal, electronic reporting process using the SuperOffice CRM system.

Customer Satisfaction Survey

The Customer Satisfaction Survey was carried out at the end of 2015. The objective was to gather feedback from customers about our service offering, and to identify areas for improvement.

The results were very positive with 95% of customers saying we deliver the right product, with the right quality and at the right time. 93% believe that our Customer Service team is customer focused.

91% overall satisfied with Vygon (UK) Ltd as a supplier

93% believe we are easy to do business with us

93% believe we are the same as or better than other suppliers

As well as positive feedback, we have identified some areas for improvement and have set one of our 2016 business objectives to reflect that.

To thank our customers for taking part, we've asked them to pick one of our nominated charities at the end of the questionnaire to receive a donation. Macmillan Cancer support was the winner with 65% of the votes, and we gave £1,000 to them as a result of the survey.

Business Responsibility Customer Survey

In our last report, we mentioned the customer survey that we sent out that was focusing on Business Responsibility. We were curious to find out what our customers' thoughts were on our efforts in this area, and how well they thought we were doing. At the point the last report was produced, we had only managed to cover few geographical areas. We have since sent it out to all of our customers, and summarised the results in this report:

Question	Results	
Question 1: Are you concerned about the way your products are packaged?	67 - Yes	122 - No
Question 2: How important is ethical sourcing for you when choosing the products?	46 - Very important 93 - Important	26 - Not important 24 - Don't know
Question 3: How would you rate Vygon products in terms of their efficiency e.g. time and money saving?	25 - Excellent 124 - Good	22 - Needs improving 16 - Not sure
Question 4: How important is a supplier's charitable and community involvement?	23 - Very important 88 - Important	32 - Not sure
Question 5: Do you consider Vygon (UK) Ltd to be a socially and environmentally responsible company?	50 - Yes 3 - No	136 - Don't know

Overall, we are pleased with the responses we got, as most of our customers felt that it was the important aspect when choosing their products and suppliers. A lot of the customers also see us as a socially and environmentally responsible company. The decision has been made to make more focus on promoting our efforts to the customers to reduce the amount of "don't know" responses. We will also be forwarding the copy of this report to those customers who have shown the interest.

Products

...Research and Development

Vygon value

Innovate for success

We encourage innovative behaviour and promote initiative and learning.

Vygon as a Group has a reputation for being committed to innovation and continues to invest a large percentage of revenue to research and development. During 2014, an impressive 75% of Vygon SA's (the French subsidiary) profit was reinvested into the Group, mainly to fund research and development and also to buy new manufacturing equipment.

Vygon (UK) Ltd has excellent track record of working closely with our customers to come up with better solutions and create bespoke products.

Clear neonatal drape

We worked with one of the neonatal care units to come up with the solution for inserting umbilical and long lines. The need was identified for having a clear drape to enable a clear view of the infant's condition. It was important the drape was transparent and didn't cause any damage to the infant's skin during removal. Our solution was a bespoke pack that included the required

drape, which was reviewed by the neonatologists and chosen as a "superior product". It allows clear view of the area whilst maintaining a sterile field, and is also easily removable. The unit has since won an internal award for this change in practice.

Guidewire pack for a NHS Trust

A partnership between Vygon (UK) Ltd and a NHS Trust to avoid incidents relating to guidewire retention has proved very successful and is being referred to the National Patient Safety Agency (NPSA). We worked with one of our customers after it reported two incidents of short guidewires being left in patients. We worked with them to resolve this issue and together developed a customised pack that included longer guidewires which enables a safer exchange and makes them more visible during the procedure. Since introducing this pack, the Trust reports excellent compliance and no further retained guidewire incidents. We gained recognition for this work by being shortlisted in the North West Excellence of Supply Awards 2015.

Infection Control

We realise that infection control is still one of the biggest concerns for our customers. With the average cost of £3,000 per infection, it is becoming dangerously expensive for the NHS. A lot of our new products are designed to work towards reducing infection rates, and more and more of our customers are learning about the difference they can make.

Curos Port Protectors Case study:

One of our customers carried out a six month study using Curos – a passive disinfection device which has shown a 69% drop in patients' Catheter Related Bloodstream Infections (CRBSI).

The study involved more than 1,000 patients on four wards across two hospitals and was carried out by the Senior Infection Prevention and Control Nurse.

The trial period saw CRBSI rates drop from 26 cases previously to just eight, when staff compliance was 80 per cent or more.

Disinfection wipes used for needle-free devices were removed from all trial areas and Curos was incorporated in the trial wards' ANTT protocols. For six months Curos was used on all needle-free devices including Central Venous Catheters, Peripheral Intravenous Catheters and Arterial Lines.

Currently in the UK, all IV needle-free access devices are required to be disinfected before every access. EPIC3 (2) guidelines recommend 'Scrubbing the Hub' for a minimum of 15 seconds. Product manufacturers and suppliers advise that the disinfectant should then be left to dry for a recommended 30 seconds. However, the current practice relies on the caregiver using a consistent, active disinfection technique and also ensuring the correct time is given to both the scrubbing of the needle-free device and the drying or 'kill' time. This is a multiple step approach and is open to variation in the way each carer disinfects the needle-free device. The study gave clear evidence that when used correctly the passive infection technique provided by Curos led to lower rates of infection than the method of active disinfection.



A HAI will increase patient stay by **11+ days** and cost the hospital on average **£3,000** per infection*.



In total, HAI costs the NHS **£2,700,000** per year.

*References available on request.



Suppliers

We expect all our suppliers to conduct business in the manner that is consistent with our sustainability goals and objectives. When selecting the companies that we want to work with, we assess them on their ethical and environmental performance along with other important factors. Potential suppliers are asked to fill out a questionnaire that is based on the internationally accepted Principles of the United Nations Global Compact. They also form the base for our Supplier Code of Conduct.

Our supplier range is not particularly wide with 76% of our products being manufactured within the Vygon Group and purchased from Vygon SA. The remaining 24% products are sourced from a further 33 suppliers.



All of the main manufacturing and sterilisation sites for the Vygon Group have achieved ISO14001. With this certification, a commitment has been made to respect and protect the environment when carrying out industrial manufacturing.

Vygon SA has introduced a number of procedures into manufacturing to ensure the impact on the environment is minimised:

- The reprocessed plastic waste from device manufacture is used in the production of swab handles
- Ethylene Oxide is destroyed in the sterilisation process by catalytic oxidation. The process is very expensive but it prevents toxic emissions
- The use of bonding solvents has been reduced by replacing them with adhesives
- All water is recycled.

Bribery and Corruption

Vygon (UK) Ltd is committed to conducting all of its business in an honest and ethical manner. We have a zero tolerance approach to any breach of the Bribery Act 2010 and any issues raised will be treated with the utmost importance.

Modern Slavery Act 2015:

Slavery and human trafficking statement for Vygon (UK) Ltd

Organisation's Structure

We are a leading supplier of medical devices with a reputation for delivering high quality products and excellent customer service, helping healthcare professionals offer best practice solutions to their patients. We are a part of the Vygon Group; our parent company is Vygon SA with the head office in Ecouen, France. We have 165 employees and supply to the UK market. Our annual turnover is £58,000,000.

Our Business

Vygon (UK) is a limited company.

Our Supply Chains

Approximately 76% of the products we supply come from our parent company, Vygon SA. Other suppliers include twenty five companies that are based in Europe and the UK, five based in USA, one in Thailand, one in China and one in Korea.

Our Policies On Slavery And Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our company policies reflect our commitment to acting ethically and with integrity in all of our business relationships.

Due Diligence Processes For Slavery And Human Trafficking

As part of our initiative to identify and mitigate risks we have a supplier approval process in place which includes a risk assessment.

Supplier Adherence To Our Ethics

We have zero tolerance to slavery and human trafficking. To ensure our supply chain and contractors comply with our ethics we have a supplier approval programme in place. This consists of an ethical questionnaire, risk assessments, and audits.

Various departments are involved in the process:

- QA/RA
- Human resources
- Purchasing
- Business Responsibility

Training

All employees receive a Business Responsibility induction when they join the company. This includes information on labour standards and the importance of understanding our supply chain. We are working on including more detailed information specifically on slavery and human trafficking.

Our Effectiveness In Combating Slavery And Human Trafficking

We do not currently use key performance indicators (KPIs) to measure how effective we have been.

Further Steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- We will produce and publish an Anti-Slavery Policy for the company
- We will include more specific information on Slavery in our Business Responsibility induction training, as well as providing training to our current employees
- We will use KPIs to measure the effectiveness of the policy.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year 2016 - 2017.



Vygon (UK) Ltd

Environment

In 2015, we reviewed our environmental policy to make sure that it remains up to date with the latest requirements and legislation. The policy highlights our commitment to:

- Keep up-to-date and comply with all relevant environmental legislation
- Integrate the consideration of environmental concerns and impacts into all of our decision making and activities
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner
- Train, educate and inform our employees about environmental issues
- Reduce waste through re-use and recycling and by purchasing recycled and recyclable materials where possible
- Avoid unnecessary use of hazardous materials and products
- Communicate our environmental commitment to our customers and suppliers and encourage them to support it
- Strive to continually improve our environmental performance and minimise the social impact.



Environmental Policy

We are a leading supplier of medical and surgical devices with a reputation for delivering high quality products and excellence in customer service, helping healthcare professionals offer best practice solutions to their patients.

We are committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimises our potential impact on the environment.

We respect the principle of Sustainable Development and aim to work in a way that meets the needs of today's generation whilst ensuring that future generations can also meet their needs.

We make the commitment to:

- Keep up to date and comply with all relevant environmental legislation
- Integrate the consideration of environmental concerns and impacts into all of our decision making and activities
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner
- Train, educate and inform our employees about environmental issues
- Reduce waste through re-use and recycling and by purchasing recycled and recyclable materials where possible
- Avoid unnecessary use of hazardous materials and products
- Communicate our environmental commitment to our customers and suppliers and encourage them to support it
- Strive to continually improve our environmental performance and minimise the social impact.

We will review this Environmental policy annually to check it is up to date and to make sure we are looking at new areas for improvement.

The responsibility of updating and maintaining this policy lies with the Business Responsibility Coordinator.

We will communicate this policy to all our stakeholders.

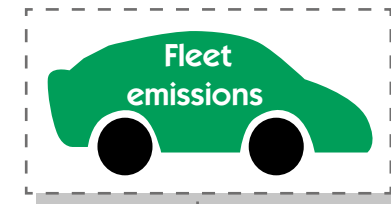
Signed

A handwritten signature in black ink, appearing to read 'Alan Jones'.

Managing Director
Vygon (UK) Ltd



We are continuing with our efforts in trying to divert as much waste from landfill as we physically can. During 2015, just over 17 tonnes of waste was recycled at our head office, and a further 37 tonnes have been sent off for incineration.



Number of cars	2013	2014	2015
	58	58	69

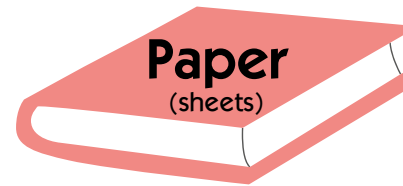
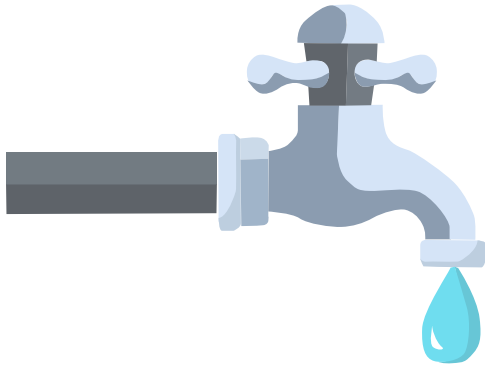
Emissions average CO2	2013	2014	2015
	129	121.9	115.2

Reductions	2013	2014	2015
	9.27%	6.32%	5.42%

We are very proud of the reductions we achieved with our fleet emissions in the last five years. However, we don't want to stop there! That's why we have started to slowly introduce hybrid and electric vehicles into our fleet, on the trial basis, and hoping for great results!

Water consumption

As a distribution company, our operations are not water-intensive. Due to limited impact, we do not measure water consumption at this stage. Nevertheless, we are always mindful and use water efficiently.



2013
1,038,440

2014
532,500

2015
595,000

That's
3,585 A4
pages per
person in
2015.

We use carbon balanced paper for our product literature and all promotional material.



2014
1,516,967

2015
1,424,041

↓
6%
reduction

Environmental Week

In 2015, Vygon (UK) Ltd held its second annual “Environmental Week” with series of activities designed to celebrate the International World Environment Day. Activities included submitting photographs that show nature at Vygon (UK) Ltd, a stationery amnesty, and an environmental quiz. The ‘Swap shop’ enabled employees to exchange their pre-loved items and stopped the unwanted items from being thrown away. Any “leftovers” were donated to the local Prospect Hospice shop.



Charity and Community

Vygon Helping Others

Our Vygon charity committee was busy again during 2015 when we continued supporting our main nominated charities – Macmillan Cancer Support, Wiltshire Air Ambulance and Teckels Animal Sanctuary. Activities have been varied again ranging from cake sales and golf days to dress downs and face paintings.

As before, all employees' fundraising is matched by the company up to an agreed level.

We donated the total of **£6,465.60** during 2015.

Community

We like to support our local community and make a difference where we can. Our premises are still being used by the local Parkinson's Group, where people with the condition are practising drumming which has been proven to be therapeutic and have positive effect on Parkinson's sufferers.

We also let our local Macmillan charity representatives use our premises for their meetings as and when they require.

Product Donations

Our charity work does not stop at financial donations. We are proud of our products, and know that they can make a huge difference to save people's lives. That's why we donate our products whenever we can.

Some of the places that our products have travelled to in 2014 included Cambodia, Tanzania, Uganda, and Sierra-Leone.



“

“Thank you so much for all the stuff that you sent for us to use at the baby unit and in Kitovu hospital as a whole ... We are really grateful for your support!”

- Sarah Giles, Kitovu Hospital, Uganda

”

MediBears

During 2015, we continued working with the MediBears charity and supplying them with some of the products that we are unable to sell.

MediBears was set up by the nurse, Ciara Johnston, who is a mummy to three little boys, four year old twins, Ben & Leo, and an 11 month old baby Harry. One of the twins has a tracheostomy (an artificial opening into the windpipe, held open by a tracheostomy tube to help him breathe), is PEG fed (Percutaneous endoscopic gastrostomy - a tube that goes directly into his stomach, through which he receives a prescribed, fortified milk), and is on a portable life support machine / ventilator at home. He was in Neonatal and Paediatric Intensive Care for the first 17 months of his life, never going home, or out in the family car during this time. In fact he only met his twin three times in these 17 months



due to the risk of infection for both of the twins. The parents have therefore been trying to teach the other two boys, about their brother's medical needs, his equipment and why he is "different", also while trying to instil in them, that it's ok to be different! Ciara has made bears for them with the tubes that their brother Ben has, so that they can touch them, play with the bears etc in order to 'normalise' his condition.

Since, Ciara has been dedicating her time to helping other families in a similar position to themselves. With the family's specific medical needs in mind, she "operates" on the MediBear, until he/she is just like their special owner, complete with the same medical "accessories"!

For the company which believes in equality and inclusion, it is a great honour to be able to work with MediBears and provide our support.

Veterinary Donations

We are also passionate about animal wellbeing, and our veterinary division has been growing every year. Our products are becoming increasingly popular with veterinary practices across the UK. In 2015, our spray trays travelled across the world all the way to Thailand after we donated them to be used by two charities, Care for Dogs and Soi Dogs. The kits were perfect for the procedures that they were carrying out and very useful as that both charities have very limited resources to their disposal.

Principles of the UNGC:



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Pages 9, 10, 11, 13, 21, 25

Principle 2: Make sure that they are not complicit in human rights abuses.

Pages 9, 10, 11, 21, 25

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Pages 10, 11

Principle 4: The elimination of all forms of forced and compulsory labour.

Pages 10, 11, 21

Principle 5: The effective abolition of child labour.

Pages 10, 11, 21

Principle 6: The elimination of discrimination in respect of employment and occupation.

Pages 10, 11

Principle 7: Support a precautionary approach to environmental challenges.

Pages 14, 15, 18, 19, 22, 23, 24

Principle 8: Undertake initiatives and promote greater environmental responsibility.

Pages 14, 15, 18, 19, 22, 23, 24

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Pages 14, 15, 18, 19, 22, 23, 24

Principle 10: Work against corruption in all its forms, including bribery and extortion.

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For further information, please contact: vygon@vygon.co.uk

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