

## **Supplier Code of Conduct**

Sustainability is a very important topic for the MEDICE Health Family. As an integral part of our corporate philosophy, strategy and culture, sustainability is practiced as a fixed element and key motif in all companies and areas of the MEDICE Health Family.

This code aims to establish transparent communication between our suppliers and us, defining mutual expectations and guidelines clearly. Additionally, we strive to foster mutual understanding to enable sustainable collaboration. This involves responsible procurement and supporting our suppliers in enhancing their and our sustainability performance.

The MEDICE Health Family is committed to ecologically and socially responsible corporate management. We expect the same behaviour from all our suppliers. Our employees are also expected to observe the principles of ecological, social and ethical behaviour and integrate them into the corporate culture. Additionally, we continuously strive to optimize our business activities and products in terms of sustainability and request our suppliers to contribute to this holistic approach.

For future collaboration, the parties involved agree to adhere to the following regulations for a shared code of conduct. This agreement will serve as the foundation for all future deliveries. The parties involved commit to following the principles and requirements outlined in the Supplier Code of Conduct. Suppliers are expected to ensure that their subcontractors are contractually obligated to comply with the standards and regulations set out in this document. This agreement becomes effective upon signature. A breach of this Supplier Code of Conduct may be grounds for the company to terminate the business relationship, including all associated supply contracts.

The Supplier Code of Conduct is based on national laws, international conventions, and regulations. These include the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization, and the United Nations Global Compact. Our suppliers must comply with all applicable laws, regulations, and standards.

## Social Responsibility

- You support the exclusion of forced labour, slave labour, or any comparable work. This ensures that everyone can perform their work voluntarily and terminate their employment voluntarily.
- You are committed to prohibiting child labour and adhering to the conventions of the International Labour Organization (ILO). You ensure fair compensation for their workers and apply all applicable laws on compensation.
- You respect workers' right to freedom of association, including the right to join labour unions, appeal to workers' representatives, or join works councils.
- You ensure that your employees are protected from all forms of discrimination, including but not limited to gender, race, class, skin colour, disability, political conviction, origin, religion, age, pregnancy, or sexual orientation.
- You ensure that preventive measures are taken to avoid accidents and health damage that may occur during work. It is also important to provide a safe and healthy working environment.
- You ensure that no harmful changes to the soil, water or air pollution are caused and undertake to avoid harmful noise emissions and excessive water consumption.
- You oppose the unlawful seizure of land, forests, and water sources that are essential for human life. Additionally, you reject violence and restrictions on freedom that may result from the use of private or public security forces.
- You must ensure that there is an effective grievance mechanism in place for individuals and communities who may be affected by adverse impacts.
- You must exercise due diligence to promote responsible supply chains for conflict minerals in accordance with the guidelines of the Organization for Economic Co-operation and Development (OECD).

We support our suppliers' social commitments and promote projects that demonstrate their responsibility towards society.

## Environmental responsibility

- You comply with all applicable environmental, health and safety regulations.
- You protect our waters and rivers by ensuring that only treated and dischargeable wastewater leaves their plant, to prevent any negative environmental impacts.
- You ensure compliance with regulations on air, noise and greenhouse gas emissions and strive to reduce them.
- You handle waste and hazardous substances responsibly to ensure the safety of the environment and people.
- You agree with the ban on manufacturing mercury products and products containing mercury as per the Minamata Convention. You also commit to responsibly handling mercury waste and complying with regulations that prohibit its improper treatment.
- You are committed to the ban on importing and exporting hazardous waste, as well as the ban on persistent organic pollutants.
- You are conscious of your consumption of raw materials and natural resources and continuously review potential savings.
- You monitor your energy consumption to improve energy efficiency.

## Ethical business behaviour

- You agree to uphold fair competition in accordance with applicable standards and antitrust laws.
- You guarantee compliance with data protection laws and maintain confidentiality.
- You protect intellectual property rights and customer information.
- You are committed to the highest standards of integrity and comply with anti-corruption laws.

Our suppliers are expected to identify risks within their supply chains and take appropriate measures. If there are suspected violations or increased risks, the company requires disclosure of the supply chains.

We check compliance with the standards and regulations listed in this document by using a self-assessment questionnaire and sustainability audits at suppliers' production sites.

The company retains the right to take necessary actions against suppliers who fail to meet these requirements, which may result in the suspension or termination of the supply relationship.

### Supply chain

- The supplier agrees to make verifiable efforts to ensure compliance with the minimum standards in its supply chain, act responsibly, and adhere to the listed principles/requirements. The supplier confirms effective communication of this Code to employees, agents, subcontractors, and suppliers and assures proper implementation of all necessary precautions.

This Supplier Code of Conduct is an essential part of all MEDICE Health Family orders.

All suppliers to the MEDICE Health Family must comply with the minimum standards outlined in this Supplier Code of Conduct. Our internal guidelines for sustainable procurement are used to select suppliers, and it is expected that these standards will be adhered to throughout the entire business relationship. Any violation of this code will be addressed by the MEDICE Health Family and will result in appropriate consequences. Any questions or doubts regarding this Code of Conduct for Suppliers will be treated confidentially. Suppliers are encouraged to report any possible violations to the designated contact persons or compliance officers of the MEDICE Health Family.