

Code of Conduct for suppliers

Vingmed recognizes that compliance with applicable laws and regulations as well as adherence to ethical standards are both an obligation and an important step that can enhance the reputation and success of the medical technology industry.

By acting with honesty and integrity we protect our company and preserve the trust of our customers, partners, and the communities we serve. This Code of Conduct embodies our core ethical values and lays the foundation for our actions. We expect our suppliers to adhere to the same principles. The supplier is also responsible for ensuring that suppliers in their supply chain adhere to the principles set out in this Code. Our suppliers (contract partners) shall respect the fundamental social demands in their business.

All products must be manufactured in conditions in accordance with:

- ILO conventions numbers **29,79, 87, 98, 100, 105, 111, 135, 138, 154** and **182**
- UN Convention on Discrimination against women
- UN Convention on the Rights of the Child, article 32
- UN Covenant on Civil and Political Rights, Art. 7
- All work-related health and safety legislation in the manufacturing country
- The labor law, including legislation on minimum wage and the relevant social security
- Insurance, in the manufacturing country
- UN Sustainable Development Goals
- The environmental protection legislation that is in force in the country of production
- The United Nations Convention against Corruption

HUMAN RIGHTS

The supplier shall respect human rights as defined by the United Nations.

PRINCIPLES AND RIGHTS AT WORK

National legislation

The legislation for the country in which the supplier is active shall always be followed and defines the minimum requirements for labor conditions. If the national legislation places higher demands than those of the ILO conventions, or the UN Universal Declaration of Human Rights, then the national legislation must be followed.

The abolition of child labor (ILO 138 and 182)

Child labor, as defined by the ILO convention, is not permitted. If child labor does exist, the supplier company is responsible for the development of socially and economically sustainable alternatives to child labor (for example education).

The elimination of forced labor (ILO 29 and 105)

The use of forced- or compulsory labor is not accepted.

The elimination of discrimination (ILO 100 and 111)

Discrimination based on ethnicity, sex, religion, social background, handicap, political opinion or sexual orientation must not occur.

Decent wages and working hours

Wages shall be paid directly to the employee on time and in full. Lowest acceptable salary level is the minimum wage according to national legislation.

Weekly working hours must not exceed the legal limit, and payment for overtime shall follow national legislation. .

Freedom of association and collective bargaining (ILO 87,98,135 and 154)

In countries where the freedom of association is limited or in development, the supplier will ensure that employees can meet with the company management to discuss salaries and working conditions without negative consequences.

ENVIRONMENT

The supplier shall strive to reduce energy- and resource consumption as well as waste and emissions to the atmosphere, ground and water. Chemicals shall be handled in a way that is safe for humans and environment.

HEALTH AND SAFETY

The supplier shall provide a safe working environment, which complies with international standards.

Employees shall be informed of any health risks that are associated with their work. All employees shall have access to and use the appropriate safety equipment.

FRAUD AND CORRUPTION

The supplier shall not accept fraud or corruption in any form, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.

ANIMAL WELFARE

National and international animal welfare legislation and regulations shall be respected

INSPECTION

By signing this document, the CEO/authorized signatory assures that the supplier, and any subcontractor used, comply with the content of this document. The signature gives us the authority to, through inspections or equivalent, verify the obedience of the items covered in this document. Suppliers shall be aware of all sites and companies involved in their production and supply chain, and upon request should be able to provide Vingmed with adequate details of the supply chain for the goods supplied to Vingmed

Company name:

Name:

Date:

Signature: