

TecMed Group Supplier Code of Conduct

1. Introduction

TecMed endeavours to achieve a high level of service and to ensure professional and conscientious business conduct in all its activities. TecMed thus incorporates social and environmental factors alongside economic considerations into its decision-making process. This includes the establishment of long-term, trust-based relationships with suppliers, characterised by openness and delivery reliability.

TecMed endeavours to work exclusively with suppliers that have an impeccable reputation. In this regard, TecMed requires that suppliers not only comply with legal requirements, but also assume their responsibilities towards employees, society and the environment.

The rules and principles set out in this Supplier Code of Conduct shall apply worldwide to all TecMed suppliers and their employees. It is within the supplier's sphere of responsibility to ensure compliance with these rules and principles on the part of its own suppliers.

The principles contained in this Supplier Code of Conduct are based on the following conventions and standards:

- the United Nations (UN) Global Compact Principles
- United Nations Guiding Principles on Business and Human Rights
- the Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD)
- Conventions of the International Labour Organization (ILO)
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- the TecMed Group Code of Conduct

2. Business ethics

TecMed expects its suppliers to act in an ethical manner and with integrity. This shall include, in particular, the following aspects:

2.1 Integrity in business dealings

Suppliers shall refrain from all forms of bribery, corruption, extortion, breach of trust and misappropriation.

2.2 Fair competition

Suppliers shall follow business practices that are compatible with applicable anti-trust law. Suppliers shall engage in fair competition with their competitors.

2.3 Intellectual property

Suppliers shall respect intellectual property, including, in particular, patents, designs, business secrets, registered designs and trademarks, whether held by TecMed or a third party.

2.4 Data protection

Suppliers shall ensure protection of sensitive information and shall ensure that such information is treated in accordance with applicable laws and regulations.

3. Working conditions

TecMed expects its suppliers to uphold internationally recognised human rights and to treat their employees with dignity and respect. This shall include, in particular, the following aspects:

3.1 Child labour and underage employees

The use of child labour by suppliers is prohibited. Employees aged under 18 may only perform non-hazardous work, which does not impair their physical, psychological or emotional development.

3.2 Free choice of workplace

No form of forced or compulsory labour or involuntary prison labour may be operated within a supplier enterprise.

3.3 Prohibition of discrimination

Any discrimination at the workplace on the grounds of ethnic origin, gender, religion, creed, national origin, invalidity, age, sexual orientation, physical or mental disability, marital status, political opinion, or any other characteristic protected by law must not be tolerated by suppliers.

3.4 Fair treatment

Suppliers shall treat their employees honestly, fairly and with respect, and shall endeavour to ensure correct treatment among employees. Any form of improper or inhumane treatment, including, in particular, sexual harassment, sexual abuse, corporal punishment, mental or psychological pressure, bullying or abuse of employees must be prevented.

3.5 Salaries and other benefits and working hours

Suppliers shall remunerate their employees in accordance with applicable laws and regulations, including those applicable to the payment of minimum wages, overtime and any social benefits required by law. Employees must be informed of the basis upon which such remunerations are made without delay. In addition, suppliers must comply with applicable rules on working hours.

3.6 Freedom of association

Suppliers shall recognise the right of employees to freedom of association in accordance with applicable laws and regulations.

4. Health, safety and the environment

TecMed expects its suppliers to take steps to secure the health and safety of their employees and of other individuals affected by their activities and further to protect the environment. This shall include, in particular, the following aspects:

4.1 Legal provisions

Suppliers shall comply with legislation applicable to health and safety, environmental protection as well as any generally recognised principles regarding health and safety and environmental protection.

4.2 Worker protection

Suppliers shall offer their employees a safe and healthy working environment. The environment must comply with the national standards applicable in the relevant country at a minimum.

4.3 Product safety

The products manufactured by suppliers must not constitute a hazard to humans or the environment and must comply with legal requirements and recognised standards regarding product safety, and must additionally comply with contractual specifications.

5. Management systems

Suppliers use management systems that promote compliance with applicable legislation and the principles set forth in this Supplier Code of Conduct as well as to enable continuous improvement. This shall include, in particular, the following aspects:

5.1 Legal and other requirements

Suppliers shall comply with all applicable laws and regulations and shall abide by contractual agreements and recognised standards.

5.2 Commitment and responsibility

Suppliers shall provide appropriate resources in order to ensure compliance with the principles set forth in this Supplier Code of Conduct.

5.3 Risk management

Suppliers shall operate procedures that enable risks to be identified and managed in all areas covered by this Supplier Code of Conduct and all applicable statutory provisions.

5.4 Documentation

Suppliers shall substantiate their endorsement through appropriate documentation.

5.5 Training

Suppliers shall provide their managers and employees with sufficient information concerning the content of this Supplier Code of Conduct; in addition to applicable legislation, regulations and generally recognised standards.

5.6 Continuous improvement

Suppliers shall take appropriate steps to improve their efforts at ensuring sustainability.