

# SUPPLIER CODE OF CONDUCT

MEDIPLAST expects all our suppliers and any subcontractor engaged by the company to respect and conform to the following fundamental items as conditions for mutual business. Any national law or regulation prescribing standards higher than the ones referred to in this document will have precedence.

# CODE OF

# CONDUCT

# HUMAN RIGHTS

The Company respects human rights as defined by the United Nations Guiding Principles on Business and Human Rights.

## PRINCIPLES AND RIGHTS AT WORK

Adopted in 1998, the ILO Declaration on Fundamental Principles and Rights at Work is an expression of commitment by governments, employers', and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. The Declaration covers five areas: :

### **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING: ILO-CONVENTION NO. 87 AND 98**

The Company respects the rights of employees to form and join trade unions of their choice and to bargain collectively. The company recognizes the right of employees to decide on whether to be represented by unions of their own choosing or organize to bargain collectively, or individually.

### **THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR: ILO-CONVENTION NO. 29 AND 105**

The Company does not use forced labor or any other form of involuntarily labor, or unpaid work in any form. This includes use of recruitment fees with extended re-payment plans that could result in debt bondage and/or restriction of movement for migrant workers.

### **THE ABOLITION OF CHILD LABOR: UN'S CONVENTION ON THE RIGHTS OF THE CHILD ART. 32 AND ILO-CONVENTION NO. 138 AND 182**

The Company respects the rights of children to develop and to receive an education and must not engage in or tolerate the use of child labor. Child labor is defined as any person under the age of 15 – unless local minimum age laws stipulate a higher age and/or mandatory schooling, in which case the higher age shall apply.

### **THE ELIMINATION OF DISCRIMINATION IN THE WORKPLACE: ILO-CONVENTION NO. 100 AND 111, AND UN'S WOMEN'S CONVENTION: THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN**

The Company provides equal opportunities for its employees and does not practice discrimination according to race, sex, gender identity or expression, age, religion, marital status, sexual orientation, disability, ethnicity, or other beliefs.

### **SAFE AND HEALTHY WORK ENVIRONMENT: ILO-CONVENTION NO. 155 AND 187**

The Company provides a safe and healthy working environment, which complies with or exceeds national laws and regulations. Employees and contractors are to be informed of any risks associated with their work duties and the employees and contractors shall have access to personal protective equipment where required.

## **WAGES AND WORKING HOURS**

The Company follows the ILO-convention No. 131 where the employees' wages should at least be in line with national minimum wage regulations or industry standards/collective agreements, whichever is higher. Before anyone begins to work, the wage conditions and payment of wages must be agreed in writing.

The Company's terms and conditions are according to ILO-convention No. 1 and 14 which concerns working hours where terms and conditions at least comply with the minimum requirements of national legislation and applicable collective agreements where normal working hours per week should not normally exceed 48 hours. Further, the employees must have at least one day off per 7 days, and if overtime is needed it must be limited and voluntary.

The Company does not circumvent international conventions, national laws and regulations on regular employment with short-term engagements (such as the use of contract workers, temporary workers and day workers), subcontractors or other employment relationships.

## **ENVIRONMENT**

### **CLIMATE AND ENVIRONMENTAL IMPACT**

The Company strives for a sustainable environment by efficient use of renewable energy, reduce waste and emissions to the atmosphere, ground and water. The Company strives to reduce waste and emissions to the atmosphere, ground and water. The Company handles chemicals in an environmentally safe way and stores and disposes of hazardous waste in an environmentally safe manner.

### **ENVIRONMENTAL RIGHTS**

The Company is also committed to principle 15 of the UN's Framework Principles on Human Rights and the Environment which recognizes and protects indigenous peoples and members of traditional communities' rights to their lands, territories, and resources that they have traditionally owned, occupied or used.

## **BUSINESS ETHICS**

### **ANTI-CORRUPTION**

The Company follows the UN's Convention against Corruption (UNCAC) which covers many different forms of corruption, such as bribery, trading in influence, abuse of functions, and various acts of corruption in the private sector.

The Company does not tolerate corruption, bribery, or unfair, anti-competitive practices. The Company shall not directly or indirectly offer undue payment or other forms of compensation to any person or organization with the aim of

obtaining, maintaining or directing business operations or receiving other undue advantages within the framework of its operations.

The Company shall not directly request or accept any form of undue payment or other forms of compensation from a third party, which can affect the objectivity of business decisions.

## **FAIR COMPETITION**

The Company follows the OECD's Guidelines for Multinational Enterprises, where they comply with applicable competition laws, not undertaking agreements or understandings between competitors that can undermine competition, including bribes or other corruptive behavior, price fixing, allocation of customers or geographic markets, bid rigging or abuse of a dominant position.

## **TAXATION**

The Company follows the national laws and regulations where they pay taxes, and tax arrangements are abstained if it is uncertain where the arrangement is within the scope of the law. The same applies to tax planning that exploits loopholes in tax rules to shift profits to countries with low or no taxes.

## **REGULATORY**

The Company to its business, knowledge and as a minimum, comply with the national laws, regulations and industry standards of the countries where they operate as well as environmental laws and regulations.

Medioplast encourages all suppliers and contract manufacturers who fall outside legal requirements to report on sustainability.

## **INSPECTION**

Your Company will by signing this agreement permit unannounced inspections by the Notified Body of Medioplast or by Medioplast or any party appointed by Medioplast that is reasonable requested in advance. Inspections will have only the purpose of verifying the obedience of items covered in this document.

If there is suspicion of a breach of this Code of Conduct for a certain production site, Medioplast should be granted access to remove any doubt about irregularities.

By signing this document, the executive management of the Company assures that they, and any subcontractor used in conjunction with products produced for Medioplast, comply with the content of this document.

# MEDIPLAST

— BY YOUR SIDE IN HEALTHCARE

According to Template-00029



*Thank you for choosing Mediplast as your healthcare partner. We are honored to be a part of your journey towards better health and an improved quality of life. Trust us to be there for you, every step of the way.*

**MEDIPLAST**

Bronsåldersgatan 2, P.O. Box 1004, SE-212 10 Malmö, Sweden  
+46 (0) 40 671 23 00 | [mediplast.com](http://mediplast.com)

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