



Medtecs Diversity, Equity & Inclusion Policy

Medtecs International Corporation Limited (the “Company”, together with its subsidiaries, the “Group”) is committed to fostering a supportive and inclusive culture throughout the entire workforce. We strive to ensure that all employees and job applicants are treated fairly and that our workforce is representative of all segments of society. We will respect and value each employee so that each will be able to give their best and contribute to value creation for the Group.

We are opposed to all forms of unlawful and unfair discrimination. This Policy reaffirms the Group’s commitment to providing equality and fairness to all employees and to not discriminate or provide less favorable treatment on the basis of:

- race;
- ethnic origin;
- nationality or national origin;
- color;
- age;
- religion or belief;
- political opinion;
- sex and sexual orientation;
- gender;
- disability;
- marital or family status; and
- pregnancy and maternity.

All employees, whether part-time, full-time, or temporary, will be treated fairly and respectfully. We commit to selecting candidates for employment, promotion, training, or any other benefit based on aptitude and ability.

All employees will be assisted and encouraged to reach their full potential and make the most of their unique talents. We hope as a result our organization's skills and resources will be fully utilized, and we will maximize the efficiency of our entire workforce.



Medtecs' commitments:

- To create a work environment that promotes dignity and respect for every employee and where individual differences and the contributions of all team members are recognized and celebrated.
- To encourage employees to treat everyone with dignity and respect.
- To create a work environment free of bullying, harassment, victimization, and unlawful discrimination.
- To encourage anyone who believes they have been subjected to discrimination to raise their concerns so that we can take appropriate action¹.
- To provide training, development, and career advancement opportunities to all.
- To make available flexible and varied work arrangements where appropriate and necessary, to help employees manage their family responsibilities and cope with changing circumstances and needs at different stages of their lives.
- To regularly review all our employment practices and procedures to ensure fairness and currency, and to update them and this Policy to reflect changes in the law.

We will inform all employees that a Diversity, Equity and Inclusion Policy is in operation and that they are encouraged to comply with its requirements in their day-to-day work so as to create a healthy and inclusive corporate culture.

This Policy will be monitored and reviewed annually to ensure that diversity, equality and inclusion is continually promoted in our workplace.

Consistent with Group's Code of Conduct, the Company and its subsidiaries shall comply with the laws of each country where we operate. It is the responsibility of each subsidiary's management and employees to be familiar and comply with the local equal opportunity laws and regulations which govern the business activities that they engage in. Accordingly, to the extent that following local law would conflict with this Policy, local law shall trump and be adhered to.

This Policy is fully supported by the Group's senior management.

¹ This includes educating managers and all other employees about their rights and responsibilities under this Policy. All employees should be aware that they, as well as the Group, can be held liable for acts of bullying, harassment, victimization, and unlawful discrimination committed during the course of their employment against coworkers, customers, suppliers, and the general public. These acts will be dealt with under Medtecs' disciplinary policy and procedures available in the employee's location with appropriate disciplinary action taken, up to and including termination of employment.