

## Medtecs Group Supplier Code of Conduct

At Medtecs Group, we uphold the highest standards of integrity, sustainability, and ethical practices across all areas of our operations through our [Code of Ethics and Professional Conduct](#), and we extend these expectations to our suppliers and their employees, personnel, agents, subcontractors, and sub-tier suppliers (collectively referred to as “**Suppliers**”) with the requirement that they embrace these values as their own.

We recognise the critical role our Suppliers play in our success and the impact we collectively have on communities and the environment. By working together, we aim to foster a supply chain that is compliant with global standards and proactive in promoting social responsibility, environmental stewardship, and ethical business conduct.

This Medtecs Group Supplier Code of Conduct (“**SCC**”) outlines our commitment to responsible business practices, ethical behaviour, legal compliance, and mutual respect in our supply chain activities.

The provisions in this SCC are derived primarily from internationally recognized standards including:

- United Nations Guiding Principles on Business and Human Rights
- International Labor Organization’s Declaration on Fundamental Principles and Rights at Work
- United Nations Universal Declaration of Human Rights

### 1. Ethical Business Practices

Medtecs Group is committed to conducting business ethically and in compliance with all applicable laws and regulations. This commitment extends to our Suppliers, who are expected to adhere to the same high standards of integrity in their operations.

Suppliers must ensure their business practices are in full compliance with all relevant local, national, and international laws and regulations, including those related to labour, health and safety, and environmental standards.

We expect our Suppliers to conduct their business transparently and to be accountable for their actions. This includes maintaining accurate records and being open to audits and inspections.

Suppliers must avoid any situations that could lead to a conflict of interest with Medtecs Group’s business. This includes disclosing any potential conflicts for Medtecs’ review and assessment, and to allow for appropriate measures to be taken.

Medtecs Group has a zero-tolerance [policy for corruption and bribery](#). Suppliers must not engage in any form of corruption, including offering or accepting bribes or

kickbacks, whether dealing with public officials or individuals in the private sector.

## **2. Human Rights**

Medtecs Group commits to upholding human rights within our operations and across our supply chain. We expect our Suppliers to share this commitment and adhere to the principles outlined in our [Human Rights Policy](#), which include the prohibition of child labor, forced labor, discrimination, and human trafficking, as well as the provision of a safe and healthy working environment and respect for freedom of association and the right to collective bargaining.

Suppliers are required to comply with all applicable laws and regulations related to human rights and to conduct their business activities in a manner that respects and promotes the fundamental rights and dignity of all individuals.

## **3. Health and Safety at Work**

Suppliers are required to provide a work environment that prioritizes health and safety, which adheres to at least the basic standards for fire safety, accident prevention, and handling of hazardous materials. It is essential to maintain clean and sanitary working conditions, alongside implementing health and safety policies that are rigorously followed by all employees. This approach ensures a commitment to a safe working atmosphere, safeguarding against potential health risks and enhancing overall workplace safety standards

## **4. Ethical Sourcing and Supply Chain Transparency**

**Traceability of Materials:** Suppliers must establish and maintain systems that ensure the traceability of all materials used in the manufacturing of products. This involves documenting the origin, handling, and transportation of materials to verify their ethical and sustainable procurement.

**Supplier Engagement and Capacity Building:** It is crucial for Suppliers to actively engage in ethical practices and seek continuous improvement in their operations. This includes participating in training and capacity-building activities provided by Medtecs Group to ensure alignment with ethical sourcing principles.

**Implementation and Compliance:** Suppliers are required to implement robust mechanisms to ensure compliance with the ethical sourcing and supply chain transparency guidelines set forth by Medtecs Group. Regular self-assessments and disclosures of sourcing practices are expected to monitor adherence.

## **5. Data Privacy and Security**

At Medtecs Group, we prioritise the protection of our assets and the privacy of personal data. Suppliers must comply with all local privacy and data protection laws and regulations on the collection, processing and use of personal data. Additionally,

Suppliers must have adequate data privacy and security measures in place to ensure that Medtecs Group's intellectual property, confidential information, trade secret, and personal data is protected and remains confidential.

## **6. Monitoring and Auditing Mechanisms**

**Consequences of Non-Compliance:** Suppliers found to be in non-compliance with the Medtecs Group's ethical sourcing and transparency standards may face corrective actions, which could include mandatory improvement plans, suspension, or termination of the business relationship.

**Continuous Improvement and Reporting:** Suppliers are expected to regularly report on their progress and any challenges they face in meeting the ethical sourcing and supply chain transparency criteria, facilitating an environment of open communication and collaborative problem-solving.

## **7. Supplier Selection and Assessment**

Medtecs Group expects all Suppliers to commit to the principles outlined in this SCC, including ethical business practices, respect for human rights, environmental stewardship, and transparency in operations. We urge our Suppliers to integrate these standards into their daily operations, fostering a culture of integrity and responsibility that aligns with Medtecs Group's values.

We will assess our Suppliers' compliance with this SCC when making purchasing decisions, and we intend to collaborate closely with our Suppliers to drive continuous improvement through communication, audits, and follow-up assessments. Declining Medtecs audits, failing to comply with this SCC or cooperate with our auditors or third-party auditors, or failing to meet deadlines for required improvement measures may result in the termination of the business relationship.

## **8. Raising concerns and reporting questionable behaviour**

Suppliers with questions or who wish to report any concerns regarding compliance with this SCC are encouraged to send their concerns to [whistleblowing@medtecs.com](mailto:whistleblowing@medtecs.com), as we are committed to addressing and resolving issues in a timely and confidential manner.