This Code of Conduct clarifies and elevates the expectations we have of our suppliers and lays out the minimum standards we expect each supplier to meet.

We intend to work with companies who understand that meeting these minimum standards is a critical baseline from which manufacturing leadership, continuous improvement and self-governance must evolve.
We expect our suppliers to share our commitment to the goals of reducing waste, using resources responsibly, supporting workers' rights, and advancing the welfare of workers and communities.

Our Code of Conduct binds our suppliers to the following specific minimum standards that we believe are essential.

**Forced labor**
The supplier does not use forced labor.

**Child labor**
Supplier's employees are at least age 16 or over the age for completion of compulsory education or country legal working age, whichever is higher. Employees under 18 are not employed in hazardous conditions.

**Discrimination**
Supplier's employees are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or any other status protected by country law.

Supplier's employees are treated with respect and dignity. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

**Freedom of association and collective bargaining are respected**
The supplier shall respect the right of all employees to form unions.

**Compensation**
Supplier's employees are timely paid at least the minimum wage required by country law.

**Working Hours**
Supplier's employees do not work more than 48 hours per week, or the regular and overtime hours allowed by the laws of the manufacturing country. Any overtime hours are voluntary and compensated.

**Healthy and safe workplace**
The supplier provides a safe and healthy workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of company's facilities. The supplier has systems to detect, avoid and respond to potential risks to the safety and health of all employees.

**Environment**
The supplier protects human health and the environment by meeting applicable regulatory requirements including air emissions, waste and water discharge. The supplier adopts reasonable measures to mitigate negative operational impacts on the environmental and strives to continuously improve environmental performance.



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**Implementation of the code**
As a condition of doing business with MEDITRADE, the supplier shall implement and integrate this Code into its business and submit to verification and monitoring. The supplier shall post this Code, in the language(s) of its employees, in all major workspaces, train employees on their rights and obligations as defined by this Code; and ensure the compliance of any sub-contractors.

We herewith confirm the code of conduct and will proceed according to it:

Place, date:
Klicken oder tippen Sie hier, um Text einzugeben., Klicken oder tippen Sie, um ein Datum einzugeben.

Signature Supplier Responsible Person for Corporate Responsibility

**Contact Persons:**

| | **Meditrade** | **Supplier** |
|---|---|---|
| General Manager | Peter Rösner<br>info@meditrad.de<br>Tel:. +49 (0) 8033 9760 0 | Name: Klicken oder tippen Sie hier, um Text einzugeben.<br>E-Mail: Klicken oder tippen Sie hier, um Text einzugeben.<br>Tel.:Klicken oder tippen Sie hier, um Text einzugeben. |
| Responsible Person for Corporate Responsibility | Birgit Lorenz<br>cr@meditrade.de<br>Tel:. +49 (0) 8033 9760 21 | Name:Klicken oder tippen Sie hier, um Text einzugeben.<br>E-Mail:Klicken oder tippen Sie hier, um Text einzugeben.<br>Tel.:Klicken oder tippen Sie hier, um Text einzugeben. |
| Quality Management Representative | Anja Birner<br>Anja.birner@meditrade.de<br>Tel:. +49 (0) 8033 9760 25 | Name:Klicken oder tippen Sie hier, um Text einzugeben.<br>E-Mail:Klicken oder tippen Sie hier, um Text einzugeben.<br>Tel.:Klicken oder tippen Sie hier, um Text einzugeben. |



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