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

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