

# **Sustainable Supply Chain Management – CODE OF CONDUCT**

## **OneMed Group**

### **Foreword**

The management of OneMed Group believes that implementation of sustainable development principles is necessary for the future of the globe and society.

The concept of sustainable development is complex and wide. In addition to ecological and economic aspects, social issues have to be included. Social responsibility in operations means, for example, that basic human rights are respected, labour laws are followed and working conditions are safe for the health of workers.

The requirements of OneMed Group for social responsibility and compliance with ethical principles are based on internationally widely accepted conventions and declarations, including relevant International Labour Organization (ILO) Conventions and United Nations' Universal Declaration of Human Rights.

The management of OneMed Group has adopted this Code of Conduct to govern and guide the behavior and actions of all employees of the Group in the supply chain. Supplying partners of OneMed Group are equally requested to comply with these rules.

Social responsibility principles should be applied throughout the whole supply chain and the entire life-cycle of products and services. Therefore, it is vital that the efforts to ensure compliance with social and environmental demands are shared with all suppliers. In this document, the term supplier refers to all suppliers including sub-contractors that produce OneMed's own-branded products. No supplier is allowed to move their production to sub-suppliers without the express permission of OneMed Group.

The suppliers, who do not ensure that the conditions and requirements outlined in this document are complied with, will find that their cooperation with OneMed Group is affected.

## Code of Conduct in Supply Chain

Following requirements apply for OneMed Group and its suppliers:

### ***Compliance with Laws and Regulations***

OneMed Group and its suppliers shall comply in their business operations with national laws, other applicable regulations as well as relevant industry and other standards to which they have subscribed. Should the provisions of national law and the requirement of our Code of Conduct differ, the highest standard shall apply.

### ***Child labour***

OneMed Group does not accept the use of child labour, as defined in ILO Conventions 138 and 182.

If young workers (under the age of 18 years) are employed, it has to take place according to regulations. Young workers shall in no case be exposed to hazardous or unsafe conditions.

### ***Forced and compulsory labour***

OneMed Group does not accept the use of any form of forced labour (ILO Conventions 29 and 105) or any kind of trafficking of human beings.

It is not allowed to force the personnel to continue working for the company by

- requiring to pay a deposit
- requiring to lodge identification documents with the company upon commencing employment
- withholding a person's salary, benefits, property or documents

Personnel shall have the right to leave the workplace premises after completing the standard workday and to terminate their employment after reasonable notice time.

### ***Health and safety***

OneMed Group and its suppliers shall provide the personnel with safe and healthy working conditions, which comply with national standards for occupational safety and with state-of-the-art industry practices.

Actions shall be taken for identifying and eliminating potential threats to the health and safety of personnel. Appropriate health and safety information and training must be provided to all employees. Fire precautions and fire fighting equipment should include clearly marked and unblocked exits, emergency exits and evacuation plans on each floor, regularly tested fire alarm, evacuation drills and first aid equipment.

Exposure to chemical, biological or physical hazards shall be as low as reasonably possible and in no case exceed regulatory limits. Appropriate personal protective equipment shall be provided at the company's expense.

The company shall provide all personnel with clean toilet facilities and access to potable water.

Any dormitory facilities provided for personnel have to be safe and clean and meet the basic needs of the personnel.

***Freedom of association and collective bargaining***

All personnel shall have the right to form, join, and organize trade unions and to bargain collectively on their behalf of the company (ILO Conventions 87 and 98).

In countries where constitution and activities of associations are not free, the supplier shall ensure that employees can meet with the company management to discuss salaries and working conditions without negative consequences.

***Discrimination***

OneMed Group does not accept any discrimination of age, ethnicity, gender, religion, social background, disability, political opinion, maternity or sexual orientation (ILO Conventions 100 and 111).

***Working hours***

OneMed Group and its suppliers shall ensure that weekly working hours do not exceed applicable legal limits. Overtime work shall always be paid. Laws and standards on public holidays and statutory leaves have to be followed.

***Remuneration***

OneMed Group and its suppliers shall ensure that each employee is entitled to a written labour contract and that wages paid meet at least legal minimum standards. Personnel's wages and benefits composition have to be clearly detailed in writing for each pay period. Wages shall be paid directly to the employee on agreed time and in full.

***Fraud and Corruption***

OneMed Group does not accept fraud or corruption.

***Environment***

OneMed Group and its suppliers shall comply with current environmental legislation in their business operations. Actions shall be taken for identifying and eliminating potential environmental risks.

OneMed Group as well as its suppliers shall strive to reduce energy and resource consumption as well as amounts of produced waste. Chemical and other emissions to the atmosphere, ground and water shall be as low as reasonably possible and may in no case exceed regulatory limits.

If potentially harmful or dangerous substances and preparations need to be used in the manufacture of OneMed's products, all the necessary environmental, health and safety measures must be taken to protect employees, users of products and the environment.

## Verification

OneMed Group is committed to comply with the principles presented in this policy document. All suppliers are required to follow this Code of Conduct. OneMed Group will perform compliance assessment by:

- requesting suppliers to sign this “Code of Conduct” compliance statement
- sending to suppliers an applicable questionnaire for collecting more detailed information
- establishing with suppliers, where necessary, a further dialogue to ensure common understanding of Code of Conduct requirements and to evaluate compliance status
- audits, by either own or third party resources, at locations where products for OneMed Group are produced

The signature gives OneMed Group the authority to, through inspections or equivalent, verify the obedience of the items covered in this document.

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Company name

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Signature

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Date

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Name