

Business Partner Code of conduct

As of 01 June 2023

Purpose

For EDRMedeso, conducting business in a responsible manner is of great importance and all work we do is driven by our core Values – *We are Customer centric, Trustworthy, Leaders of change and One team*. Based on that EDRMedeso chooses to work with business partners who stand behind the quality of the goods and services they are providing as well as acting in accordance with high ethical standards and integrity. This Code of Conduct is based on applicable law and internationally recognized principles for how companies should conduct business responsibly. Further, it outlines the appropriate business conduct and expected behaviors. Business partners of EDRMedeso must follow and live up to the high ethical standards and integrity that EDRMedeso considers to be important. EDRMedeso requires its business partners to commit to following this Code of Conduct and expects them to uphold our values, the ethical principles set forth herein and applicable laws and regulations.

General requirements

Our definition of business partners includes suppliers, distributors and intermediaries. Intermediaries are persons or organizations appointed by EDRMedeso to represent EDRMedeso in a particular matter and to whom it supplies money or other assets. It may be, for example, agents, consultants, representatives and brokers.

Business partners must, in all their activities, follow the national laws and regulations applicable to their operations in the countries in which they operate. Should the business partner consider any requirement in this Code of Conduct to be in conflict with the national laws or regulations in a country or territory they operate, the business partner must, before signing this document, notify EDRMedeso to discuss how EDRMedeso's requirements can be accommodated without conflicting with such laws or regulations. EDRMedeso's requirements may go beyond the requirements set out in national law, in which case the business partner must comply with the stricter EDRMedeso requirements.

If a business partner uses subcontractors or sub suppliers for the production products or the provision of services for the EDRMedeso Group, it is the responsibility of the business partner to use the principles herein to evaluate and select their subcontractors. If requested, the business partner must inform EDRMedeso which subcontractors they use.

Business partners, employees and other collaboration partners are asked to use the whistleblowing function/remediation function in case of breaches. To report any issues or concerns, please make a report via <https://whistleblowersoftware.com/secure/>. Organizations or individuals who file reports for harmful, unethical and discriminatory behaviors will not be exposed to retaliation from EDRMedeso.

1. Anti-corruption

Bribing is offering, providing, authorizing, requesting, accepting or receiving of a financial or other advantage in order to encourage performance or nonperformance, or to misuse a person's position.

EDRMedeso requires its business partners not to tolerate bribes and corruption. Business partners must comply with the requirements of applicable corruption laws and regulations and not offer, pay or promise, give, or authorize payment of any money or anything of value to anyone for the purpose of influencing any act or decision.

A business partner must immediately disclose to EDRMedeso any allegation, investigation or proceeding against the business partner or any of its directors, officers, employees or agents involving corruption.

2. Anti-money laundering

Money laundering is when someone disguises or hides the proceeds of unlawful activity by moving/transferring funds so they appear legitimate.

Business partners must comply with anti-money laundering laws worldwide and not tolerate, facilitate or support money laundering.

3. Conflict of interest

EDRMedeso business partners should have in place appropriate conflict of interest policies.

4. Fair employment

EDRMedeso believes in equal opportunities, diversity and inclusion and our business partners must:

- Treat all people with respect and dignity and not accept any kind of discrimination, bullying, sexual- or other harassment.
- Prohibit all kinds of discrimination on the basis of race, religion, gender, age, nationality, disability, sexual orientation, gender identity, marital status, pregnancy, ethnic background, union membership and political opinion.
- Respect employees' rights to choose whether to be represented by trade unions or similar external representative organizations for purposes of collective bargaining. No discrimination shall be directed against any employee whether such right is exercised or not.
- Ensure that their workers are free to communicate openly with their management to resolve workplace and compensation issues.
- Offer pay and terms which are fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher.
- Encourage diversity.

5. Health, Safety and labor conditions

EDRMedeso aims to offer a respectful, safe and healthy working environment in all our operations and our business partners must:

- Safeguard the safety of their employees.
- Ensure that the work environment meets applicable health and safety laws and requirements.
- Have appropriate policies to safeguard employee health and safety, training and clear role descriptions to minimize risks.

- Take appropriate actions to ensure safety and prevent accidents and illnesses resulting from workplace conditions. This includes availability of first aid equipment and personal protective equipment.
- Ensure that work premises and factory conditions are such that workers can perform their functions in a safe and healthy environment, including fire prevention.
- Under no circumstances will modern day slavery, such as forced, bonded or compulsory labor or human trafficking be employed or used in operations.
- Strictly forbid child labor and other forms of exploitation of children. Business partners have to take necessary preventive measures to ensure that they do not employ anyone below the legal age of employment. This means that unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (or 14 where permitted by ILO convention No. 138) may be employed. For authorized minors, management is responsible for providing the working conditions, hours of work and wage appropriate for his or her age in compliance with applicable local law as a minimum. The minimum age for hazardous work is 18 years.
- Comply with applicable international and local laws and regulations in respect of working hours.

6. Human rights and conflict minerals

EDRMedeso strives to be a good and reliable corporate citizen and is committed to implement the UN Guiding Principles on Business and Human Rights throughout our business operations and our business partners must:

- Respect all internationally recognized human rights standards including the International Bill of Human Rights and the principles in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and subsequent core conventions.
- If providing parts, products or raw materials that contain one or more "conflict minerals" and source from conflict-affected and high-risk countries, exercise due diligence following the OECD due diligence guidelines.

7. Society, environment and sustainable development

Sustainable development of society is a driving force for EDRMedeso and we are committed to making all our products and services support a greener future. We therefore require that all our business partners must:

- Conduct their business in a manner that protects and preserves the environment, giving attention to water use and wastewater treatment.
- Address and minimize the negative environmental effects that the products and services may have when developed, manufactured, distributed and used, as well as during their disposal.
- Have a structured way to handle waste and to minimize land fill and control hazardous waste in place.
- Strive to choose fossil free energy sources for their facilities and, if a business partner is particularly requested by EDRMedeso, have a plan in place for reducing their CO2 emissions.
- Control and implement actions to reduce CO2 emissions to air, if relevant, taking into account the type of organization.
- Have implemented methods, procedures and equipment to introduce, handle, label and store chemicals in a safe way to minimize negative impacts on people and the environment.

8. Confidential information

Business partners must ensure that their employees and anyone conducting work for them are, during as well as after the term of the employment or assignment with the business partner, obliged not to use or disclose information of private and confidential nature related to EDRMedeso, our business, employees and other business partners.

Depending on the nature of the business relationship, EDRMedeso might require a separate NDA to be signed.

9. Data privacy

Business partners must comply with fair, transparent and legally compliant standards in relation to personal integrity and only processes personal data in accordance with applicable data protection laws and regulations for lawful, explicit and specified purposes.

EDRMedeso expect business partners to comply with updated GDPR (<https://gdpr.eu/>) and might require a separate Data protection agreement to be signed.

Business partner Compliance Statement and grant of auditing rights for EDRMedeso

The undersigned business partner has carefully read and understood this Code of Conduct and commits to complying with the requirements set out in herein. The undersigned business partner understands that EDRMedeso will monitor and follow up on the business partner's compliance with the requirements set out in this Code of Conduct through surveys and audits.

In case of a material breach by the business partner to comply with the requirements in this Code of Conduct, EDRMedeso has the right to terminate the relationship. The same applies if the business partner neglects or refuses to respond to surveys or audit requests related to the topics explained herein. EDRMedeso may instead choose to allow the business partner an agreed period of time to answer the survey or to cure the alleged breach before deciding to terminate the relationship.

Business partner/company name:

Signatory:

Position/Job title:

Date and location:

Signature:
