

Supplier Code of Conduct

VistaMed strives to work with suppliers who treat their workers with dignity and respect, adhere to applicable laws and regulations, and make their products in an environmentally sustainable manner. As such, legal as well as company specific regulations have to be followed. As the basis of a continuous business relationship VistaMed expects its suppliers to embrace the adherence to these principles. We expect suppliers to hold their supply chain, including subcontractors and third party labor agencies, to the same standards contained in this Code.

We expect our suppliers to comply with the following:

1. **Child Labor:** Supplier shall not employ children younger than the minimum age of employment required by law in the country of manufacture.
2. **Nondiscrimination:** Supplier shall offer fair and equal employment opportunities to every person regardless of race, color, religion, gender, national origin, age, disability, ancestry, veteran status, sexual orientation, or any other legally protected status and provide a work environment that is free of discrimination, including harassment or misconduct that is based on an employee's protected status.
3. **Health and Safety:** Supplier shall comply with applicable health and safety laws and regulations to assure the health, safety and well-being of employees and visitors.
4. **Working Hours:** Supplier shall comply with the applicable national regulations and agreements concerning working hour rules.
5. **Wages:** Supplier shall comply with the laws and regulations in operating regions in regards to minimum wages and overtime.
6. **Forced Labor:** Supplier shall prohibit the use of slavery and human trafficking in their facilities and operations, as well as the use of any form of forced, coerced, indentured or compulsory labor.
7. **Freedom of Association:** Supplier shall acknowledge the basic right of all personnel to negotiate regulations on working conditions, to form or join trade unions and to bargain collectively.
8. **Fair Competition:** Supplier shall conduct business in full compliance with antitrust and fair competition laws that govern the jurisdictions in which they operate or to which they are subject as a result of their business operations.

9. **Integrity in Business Dealings:** Supplier must comply with all applicable anti-corruption and anti-money laundering laws. Supplier shall prohibit bribery, corruption, and extortion.
10. **Environmental Impact:** Supplier shall comply with all applicable environmental laws and regulations in their country to manage hazardous materials and all waste and emissions materials. In addition, Suppliers are encouraged to have environmental policies, and environmental management systems containing goals with targets that are focused on the continuous improvement of overall environmental performance.
11. **Compliance with Foreign Trade Laws:** Supplier shall follow all national and international foreign trade laws.
12. **Fair and Respectful Working Conditions:** Supplier shall maintain an environment that promotes mutual respect, understanding and trust.
13. **Protecting Intellectual Property Rights:** Supplier shall safeguard VistaMed against improper use of intellectual property, including disclosure of confidential or sensitive information.