

## SUPPLIERS' CODE OF CONDUCT

### INTRODUCTION

Advanced Medical Solutions Group plc, its subsidiaries and affiliates' (**"AMS Group"**) strive to develop, work and strengthen relationships with its vendors and suppliers of materials, products, traded goods and services (**"Suppliers"**) that share the same values and practices as the AMS Group, with the recognition that business practices and actions of Suppliers may significantly impact the AMS Group.

This Code of Conduct (**"Suppliers' Code"**) serves as the basis upon which the AMS Group will engage with Suppliers, to provide guidance to our Suppliers on the required standards of behaviour when working with, providing goods/services or entering into business transactions with the AMS Group.

### LAWS AND ETHICAL STANDARDS

Through its purchasing and validation practices, the AMS Group requests its Suppliers to confirm they will support the core principles of the United Nations Global Compact, United Nations Declaration on Human Rights and International Labour Organisation (ILO).

Notwithstanding the above, this Suppliers' Code does not replace local law. In addition to the standards contained in this Suppliers' Code, the AMS Group expects its Suppliers to operate in compliance with all applicable national laws in the countries in which they operate.

### SUPPLIER'S AGREEMENT

#### 1. Human Rights

##### A. Child labour

- Suppliers shall not use any child labour in contravention with the prevailing laws.
- Suppliers do not employ people who have not reached the minimum age required by the laws in each country where they operate. Should no minimum age be set, they must comply with the provisions of Convention No. 138 and 182 of the ILO, which set the minimum working age at 15, except in some countries where children aged 14 are allowed to work.
- People under 18 shall not be expected to carry out work activities that are potentially hazardous or injurious to their physical or mental health.

##### B. Forced or slave labour

- Suppliers shall not practise or benefit from any slavery or human trafficking.
- Suppliers undertake not to make use of any work or service exacted from any person under the threat of any penalty, and which the said person has not offered with his or her consent.
- Employees should not be required to lodge "deposits" or their identity papers with their employer.

##### C. Discrimination and harassment

- Suppliers undertake that there is no form of discrimination based on (but limited to) gender, age, origin, religion, sexual orientation, physical appearance, health status, marital status, pregnancy, political opinion, trade union membership, disability or any other form of discrimination.
- All forms of harsh or inhumane treatment of employees, including sexual or other harassment, threats of violence, physical or verbal abuse, corporal punishment or other forms of intimidation is unacceptable.
- Suppliers shall not supply equipment used in the unethical treatment of individuals such as implements of torture or other equipment used to violate human rights.

## **2. Employees rights**

### **A. Regular employment**

The work must be carried out on the basis of a recognised employment relationship that complies with national legislation and practices.

### **B. Fair wage**

- Suppliers undertake to ensure that the wages paid to employees are at least equal to the minimum wage set by the legislation of the country where the work is carried out.
- Payment must be made promptly, regularly and in full in legal tender.

### **C. Working hours**

Suppliers shall ensure that the working hours of their employees should comply with national laws and benchmark industry standards, whichever affords greater protection.

### **D. Health, safety and hygiene**

- Suppliers shall make every effort to provide safe and hygienic working conditions and take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of employment.
- Workers must not be expected to perform duties incompatible with their physical or mental abilities.

### **E. Freedom of Association and Employees representation**

- Suppliers are committed to respecting the right to join or form trade unions of their own choosing and to bargain collectively, under the applicable national and international legislation and regulations.
- Employees' representatives are not discriminated and have access to carry out their representative functions in the workplace.

## **3. Ethical business practices**

### **A. Environment and biodiversity**

- Suppliers shall comply with local, national and international environmental laws and standards.
- Suppliers must minimize their impact on the environment by:
  - (i) contributing to the fight against climate change by reducing CO2 emissions,
  - (ii) optimizing their energy efficiency and promoting the use of renewable energy,
  - (iii) reducing water consumption,
  - (iv) minimizing generation of waste, in particular hazardous waste, and implementing all forms of reuse and recycling when it is possible; and
  - (v) fighting against soil, air and water pollution and promote local biodiversity.
- Suppliers are encouraged to develop products whose environmental impact is as low as possible throughout their life cycle assessment.
- Supplier must not engage in any uncontrolled release of genetically modified organisms likely to be detrimental to the environment and will not supply any materials or products containing genetically modified organisms to the AMS Group without full disclosure and written approval.

### **B. Bribery and corruption**

- Suppliers shall comply with international anti-bribery standards and local anti-corruption and bribery laws.
- They must not, directly or indirectly, offer, promise, give or demand illicit payments or other undue advantages from public authorities in order to obtain or maintain a contract or any other improper advantage. They shall not engage in practices that amount to bribery or are deemed corrupt or illegal under the prevailing laws of the region which the organisation operates.
- Suppliers are strictly not allowed to offer services, gifts or benefits to employees of other organizations, in order to influence the employee's conduct.

### **C. Trading in banned substances**

Suppliers shall not supply or trade in any banned or prescribed substances or materials in breach of the prevailing laws of the region on which the Supplier or AMS Group operates e.g. ivory, blood diamonds, illegal drugs.

D. Dealing with conflict materials or minerals

Suppliers shall not deal, source or use conflict materials or minerals that are in breach EU Conflict Minerals Regulation and the US Dodd-Frank Act

E. Intellectual Property Rights

Suppliers shall respect and seek to avoid any unlawful infringement of the intellectual property rights of third parties.

F. Anti-competitive practices

Suppliers shall take every possible measure to avoid anti-competitive practices and not to enter into agreements and / or abuse a dominant position.

## **MONITORING AND AUDIT**

While the AMS Group expects its Suppliers to self-monitor and demonstrate compliance with this Suppliers' Code, the AMS Group and/or an authorised third party acting on behalf of the AMS Group may perform an audit on the Suppliers, their subcontractors and representatives to verify compliance with this Suppliers' Code.

Suppliers are responsible for disseminating, educating and verifying compliance by their subcontractors and representatives that they have appointed to perform work for or provide goods/services to the AMS Group of the provisions of this Suppliers' Code.

## **REPORTING BREACHES**

Suppliers must report any breaches of this Suppliers' Code (whether potential or actual) to the AMS Group to AMS Group's Legal Department ([Legal@admedsol.com](mailto:Legal@admedsol.com)).

## **BREACH OF THE SUPPLIERS' CODE**

It is not the intention of this Suppliers' Code to impose unnecessary requirements or obligations on the Suppliers. Any assessment of non-compliance with the Suppliers' Code will be risk-based, which means taking into consideration the nature, size, scope and activities of the Suppliers when assessing the effectiveness of its approach in managing the relevant risks associated with the performance of the work or the provision of goods/services to the AMS Group. The AMS Group expects its Suppliers to have adequate processes and procedures in place to manage the risks that are relevant to their business and supply chains.

## **FURTHER GUIDANCE**

If there is any ambiguity or doubt with regard to any of the above, Suppliers shall consult AMS' Purchasing Manager for clarification and guidance or contact AMS Group's Legal Department at ([Legal@admedsol.com](mailto:Legal@admedsol.com))