

Albert Waeschle Ltd.

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Albert Waeschle - Code of Conduct for Suppliers

Albert Waeschle expects all its suppliers to adhere to the same ethical principles. For this purpose, Albert Waeschle has drawn up this Supplier Code of Conduct which is based on the United Nations Global Compact:

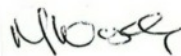
- 1. Laws & Ethical Standards:** All suppliers shall comply with all laws applicable to its business and the country in which it operates.
- 2. Supplier Relationships:** The provisions of this Code of Conduct sets forth the expectations of all suppliers with whom Albert Waeschle does business. Albert Waeschle expects that these principles apply to suppliers, parent entities and subsidiary or affiliate entities, as well as all others with whom they do business including employees, subcontractors and other third-parties. Albert Waeschle expects that suppliers ensure that this Code of Conduct is communicated to the employees and subcontractors of all suppliers, and that it is done in the local language and in a manner that is understood by all.
- 3. Slavery, Servitude, Forced or Compulsory Labour:** In line with the Modern Slavery Act 2015 Albert Waeschle expects its suppliers to prohibit any use of slavery, servitude, forced, bonded or compulsory labour.
- 4. Child Labour:** Albert Waeschle expects its suppliers, at a minimum, not to engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child. The minimum admission to employment or work shall not be less than the age of completion of compulsory schooling, normally not less than 15 years or 14 where the local law of the country permits, deferring to the greatest age. Additionally, all young workers must be protected from performing any work that is likely to be hazardous or to interfere with the child's education or that may be harmful to the young worker's health or wellbeing.
- 5. Discrimination:** Albert Waeschle expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate in respect of discrimination legislation including any hiring and employment legislation on the grounds of race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.
- 6. Working Hours:** Albert Waeschle expects its suppliers to comply with all applicable working hour requirements as established by local law.
- 7. Human Rights:** Albert Waeschle expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.
- 8. Health and Safety:** Albert Waeschle expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate to ensure a safe and healthy workplace or any other location where production or work is undertaken.
- 9. Anti-Corruption:** The supplier shall operate in accordance with international anti-corruption standards as stated in the United Nations Global Compact and local anti-corruption and bribery laws. For the avoidance of doubt, the supplier may not offer services, gifts or benefits to Albert Waeschle employees in an attempt to influence that employee's conduct in representing Albert Waeschle.
- 10. Human trafficking:** Albert Waeschle expects all suppliers to operate in accordance with international policy and prohibit all forms of human
- 11. Compliance with Albert Waeschle Code of Conduct for Suppliers:** Albert Waeschle reserves the right upon reasonable notice to check supplier's compliance with the requirements of this Code of Conduct. The supplier agrees that it is responsible for controlling its own supply chain.

AGREEMENT

On behalf of:- ALBERT WAESCHLE LTD

We agree to abide by the requirements of this procurement policy issued by Albert Waeschle

Signed:-



Name: -

Martin Waeschle

Position in company: -

Managing Director

SUPPORTING THE SURGICAL & MEDICAL PROFESSION