

# Supplier Code of Conduct

## Getinge Policy

## 1 Introduction

Getinge is a global provider of medical devices focusing on customer solutions. Getinge has a broad geographical spread with presence in several countries. Getinge takes responsibility for the impact its business generates both locally and globally and we are proud of the positive contributions we make.

With the purpose of conducting business in a sustainable way, this Supplier Code of Conduct – structured in accordance with the four focus areas identified in the UN Global Compact (human rights, labour conditions, environment and anti-corruption) – outlines the minimum standards Getinge requires its suppliers to comply with when doing business with Getinge in addition to observing and complying with all applicable laws, regulations and industry standards.

The Supplier Code of Conduct applies to all suppliers of Getinge (below “Suppliers”).

## 2 Focus Areas

### 2.1 Human Rights and Labour Conditions

The Supplier is required;

- to *respect and support international human rights and labour conditions* and make sure that it is not complicit in human rights abuses,
- *not to use forced labour* or other forms of involuntary labour, including prisoners, bonded workers, illegal workers, or other non-paid workers, *not to hold persons in slavery or servitude* and *not to engage in acts of human trafficking*,
- *not to use child labour* (child labour, as defined by the ILO, is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development),
- *not to subject* its employees to any kind of *discrimination*, harassment, threats and / or oppression,
- to *uphold the right to freedom of association and collective bargaining* including the right to form and join trade unions and other worker organisations without harassment or interference,
- to *provide wages above or in accordance with minimum wages* and to provide benefits including holidays. Over-time hours are consensual and compensated. All wages and over-time compensation are timely paid,
- to *provide a safe and healthy working environment* and, when applicable, *safe and healthy housing facilities* for its employees and to document all work-related injuries / accidents, and
- to *agree on Getinge’s Position on Conflict Minerals* available at Getinge’s website and to provide adequate information on mineral sourcing ensuring that if minerals originate from within a conflict area they are from conflict-free sources.

## 2.2 Environment

The Supplier is required;

- to do its utmost to *reduce negative environmental impact* of its operations, and
- to *minimize and mitigate any harmful effects* that its operation's and / or its products may have on the environment.
- to *fulfil applicable internal and national regulation* in the environmental area.

## 2.3 Business Ethics and Anti-Corruption

The Supplier is required;

- *not to accept any kind of corrupt practices*, including giving and/or receiving bribes and to comply with Getinge's Global Anti-Corruption Compliance Policy [available at Getinge's website],
- to *respect the privacy* of consumers, employees and third parties and securely maintain personal data and to only disclose it to individuals with proper authorisation to receive such data, unless disclosure is required by law,
- to *support Getinge's commitment* to provide sustainable solutions, products and services and to do its utmost to *always maintain product and patient safety*.

## 3 Implementation

It is the responsibility of each Supplier to meet the requirements outlined in this Supplier Code of Conduct and to pass on these requirements in its supply chain. Getinge strives to work together with its Suppliers to improve both performance and compliance.

The Supplier Code of Conduct should be complied with even if it stipulates higher standards than required by national laws or regulations. Should the Supplier Code of Conduct be in violation with applicable laws and regulations, the law shall always be complied with and prevail. If such cases are identified, the Supplier is required to immediately inform Getinge.

The Supplier should audit its own operations to ensure compliance with this Supplier Code of Conduct. Getinge reserves the right to make unannounced inspections or to appoint a third party to make inspections including the right to have access to all facilities, books and records relevant for the observance of the requirements in this Supplier Code of Conduct. The party conducting the inspection should have the right to make copies of any relevant documentation reviewed.

If an audit (carried out by the Supplier, by Getinge or by a third party of Getinge's choice) reveals less than full compliance, the Supplier must take corrective measures without delay. The Supplier must also immediately inform Getinge of any non-compliance.

If the Supplier fails to comply with this Supplier Code of Conduct, and if improvements are not made within an agreed time period, Getinge reserves the right to terminate the agreement or business relationship. If significant non-compliance is identified, Getinge reserves the right to immediately terminate the agreement or business relationship.

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