

Code of Conduct Supplier's declaration

This supplier's declaration is used to aid the monitoring and verification process throughout the products delivery chain

We expect that our suppliers (contract partners) respect this code of conduct and the fundamental social demands in their business and do their utmost to uphold the demands within their own organization as well as throughout their supply chain. This is accomplished through dialogue, transparency and an open cooperation between Erixon MedTech AB and the supplier, beneficial to both parts. Supplies and services delivered to Erixon MedTech AB must be manufactured in conditions in accordance with:

- UN:s Universal Declaration of Human Rights (1948)
- ILO:s eight fundamental conventions (no. 29, 87, 98, 100, 105, 111, 138 and 182)
- All work related health and safety legislation in the manufacturing country Labour law,
- including legislation on minimum wage and the relevant social security insurance,

in the manufacturing country

- UN Convention on the Rights of the Child, article 32
- UN Convention against Corruption
- Environmental legislation in the manufacturing country

UN:s Universal Declaration of Human Rights (1948)

The Supplier:

- shall promote and respect Human Rights as defined by the United Nations.
- has a responsibility to respect and promote Human Rights both within their own organization

as well as throughout their supply chain.

- shall ensure that they don't contribute, directly or indirectly, to violations of Human Rights.
- shall have routines to evaluate the risk of them through their organization contributing to

violation of Human Rights.

Childlabour pertains to all economic activity performed by a person of compulsory school age or younger. No employee may be under the age of 15 (or under 14 years of age if the national legislation permits) or younger than the legal working age, if this age exceeds 15 years of age.

Youths between 15 and 18 years of age may work with non-hazardous operations, provided that they have reached the legal working age and completed national compulsory school attendance. This is then referred to as youthlabour.

If childlabour is discovered the Supplier must act upon the child's best interest and find suitable solutions in cooperation with the child and the child's family.

Elimination of all Forms of Forced and Compulsory Labour (ILO no 29 and 105)

Forced and compulsory labour pertains to all work or services which are carried out under threat of punishment or similar and is not conducted on voluntary basis.

Erixon MedTech AB

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ILO:s eight fundamental conventions on core principals and labour rights and UN:s Convention on the Rights of the Child

Effective Abolition of Child Labour (ILO no 138, 182, UN:s Child convention, article 32)

Forced or compulsory labour, including slave labour, indentured labour or involuntary prison labour is not permitted.

All labour is to be done on voluntary basis and the worker have the right to quit his or her work after a reasonable period of notice.

Discrimination regards to the distinction between employees that is not founded upon merits or qualities but discriminates on irrelevant grounds.

The Supplier shall work towards diversity and equal opportunities in the business.

Discrimination based on ethnicity, gender, marital status, religion, political opinions, nationality, disability, sexual orientation, pregnancy, social or ethnical origins or trade-union commitment is not accepted.

Harassment pertains to workers exposed to harsh or inhuman treatment, including sexual harassment or any form of physical and psychological punishment.

No harassment may occur in the business.

Freedom of Association and the Effective Recognition of the Right to Collective Bargaining refers to formalized and/or nonformalized cooperation's to promote and defend their own interests in the working life and in the relationship between employer and employee.

The Supplier is expected to acknowledge and respect employees' (and employer's) right to organize themselves, join organizations they wish to participate in, along with the right to collective bargaining.

In countries where the freedom of association is limited or under development, the Supplier shall assist to meetings between employees and the business management to discuss wage- and working conditions without any negative consequences.

National legislation

As a minimum the Supplier must uphold national legislation and regulations in the countries

they conduct their business.

Wages and working hours

Wages is to be paid directly to the employee in full and on time.

The Supplier shall promote to pay living wage to the employees, and under no circumstance pay less than the national or locally legislated minimum wages.

Overtime shall be paid and clearly stated in the paycheck.

Employees shall have at least one day off a week. The weekly working hours must not exceed the legal limit or 60 hours a week, overtime included.

Leave, including vacation, holidays, sick leave and parental leave shall be paid in accordance with national legislation.

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Elimination of Discrimination in Respect of Employment and Occupation (ILO no. 100 and 111)



Freedom of Association and the Effective Recognition of the Right to Collective Bargaining (ILO no. 87 and 98)

Safe and hygienic work environment (ILO no. 155 and 170)

A safe and hygienic work environment means that the employee shall, when situated in a place which the employer has direct or indirect control over, be guaranteed free from or sheltered against conditions which can pose a danger to the employee's physical and mental health.

An employee in the employer's business shall be offered a safe and healthy work environment where precautionary measures are taken to minimize damages and health hazards.

Employees shall receive education on eventual health hazards the work might entail, including fire safety, dangerous operations and first aid.

The employer shall as far as possibly provide relevant safety equipment and make sure that information regarding health and safety is easily attainable at the workplace.

Emergency exits must be clearly marked, well-lit and are not blocked. Emergency exercises and testing of fire alarm shall be done on a regular basis.

UN Convention against Corruption

The Supplier shall not directly or indirectly offer or give improper payment or other compensation to any person or organization with intent to acquire, retain or control business or to gain other improper advantage within the frames of their business.

The Supplier shall not directly or indirectly request nor accept any form of improper payment or other compensation from third party that may influence the objectivity of business decisions.

Environment

The Supplier shall conduct its business in regard to the environment and follow local and national environmental legislation.

By having routines for identifying, measuring and following up on its environmental impact, the Supplier shall work to continuously improve its environmental performance and minimize energy- and resource consumption and emissions to the atmosphere, ground and water.

The Supplier shall strive towards a life-cycle perspective regarding environmental impact of products and services and lay down clear environmental demands on their sub-contractors.

Chemicals shall be handled in a way that is safe for humans and the environment.

Compliance

Openness in the supply chain is required to guarantee that the code of conduct is complied with. To be able to monitor this, Erixon MedTech AB will perform specific contract management regarding the Code of Conduct for Suppliers, request documentation, make on site revisions, review and approve action plans and control the implementation of these.

Suppliers are encouraged to take appropriate measures to make sure the contents of this Code of conduct is implemented both within their own organization as well as in the supply chain.

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Signature and inspection

By signing this declaration, the CEO/authorized signatory assures that the Supplier, and any subcontractor used, comply with the content of this declaration.

The signature gives us the authority to, through inspections or equivalent, verify the obedience of the items covered in this declaration.