

# Key principles Code of Conduct

Caring Heart, Customer Drive and Champion Spirit. These beliefs and behaviors are what we're all about at Mediq. We have translated them into business principles, quality, environment and ethical labor practices and workplace behavior. Our Code of Conduct underpins these principles. The Code is applicable to all our employees, officers and directors, as well as our suppliers, third party representatives and other business partners. To ease the use of the Code we would like to highlight the key principles.

## **We act with honesty and integrity**

We know and comply with all applicable laws and regulations. Furthermore, our policy on bribery and corruption is crystal clear: we avoid any actual or apparent conflict between our personal interests and the interests of Mediq.

## **We compete on the merits of our products and services**

We conduct business with integrity and in a manner that does not unfairly restrict trade, and restrain from anti-competitive understandings or agreements with competitors or any other improper behavior.

## **We respect privacy and protect confidential information**

We respect the privacy rights of our patients, business partners and employees and protect the personal and confidential information we collect, use and maintain.

## **We strive for high-quality care products and solutions**

We do our utmost to meet or exceed customer and regulatory requirements regarding the development, procurement, packaging, testing, supplying, maintenance and marketing of our products and services. One of our key aims is continuous improvement in the development and delivery of high-quality products and care solutions for patients and professionals.

## **We are committed to doing the right thing in all interactions**

We are committed to providing clear communications and actively share our experiences and insights on matters of public policy and regulations. The principles of separation, transparency, equivalence and documentation underpin all interactions with healthcare professionals as we respect their obligation to make independent decisions regarding patient treatment.

## **We treat our employees fairly & ethically**

We are committed to upholding ethical labor practices and support and respect the protection of internationally proclaimed human rights as laid down in UN and ILO conventions.

## **Environmental impact is minimized**

We adopt best practices in environmental procedures and standards and are committed to reducing our environmental impact.

## **Our workplace is safe and respectful**

We provide a work environment that is free from harassment of any kind and/or any other offensive or disrespectful conduct and have a zero-tolerance policy with regards to workplace violence.

## **Employees reporting an irregularity are protected**

We have an integrity procedure to protect employees that report that something is not being done by the rules. Complaints will be treated with confidentiality, without risk of steps being taken against the employee.

The full Mediq Code of Conduct is available at intranet: [1.mediq.com](https://1.mediq.com)