

Code of Conduct

General

This Code of Conduct is the basis to which the entire organization of Medica Europe BV works. The Code of Conduct describes the minimum standards under which the production of the products developed by Medica Europe BV should take place and applies to all subcontractors of Medica Europe BV.

We consider compliance with the following guidelines as an absolute condition for maintaining a business relationship with our subcontractors. They must implement these guidelines throughout their organization. Moreover, we encourage our partners to impose these guidelines on all participants in the production process / supply chain, so that their suppliers also comply with these guidelines.

Besides the standards mentioned below, which apply to our subcontractors, Medica Europe BV also recognizes her own responsibilities. These responsibilities include proper waste management, recycling, energy conservation, an efficient transport system and good working conditions.

We base our requirements on international laws and regulations as well as on national laws and regulations.

1. Child Labor

Medica Europe BV will not accept child labor under any circumstances. Subcontractors must take the necessary preventive measures to ensure that they do not employ workers of an age lower than that permitted by law. If, despite this condition, Medica Europe BV discovers that a minor is working in a factory, we expect and require that the factory management immediately terminate the child's employment and take appropriate measures to make a positive change in the child's situation.

2. Forced labor

We do not accept any form of forced, prison or illegal labor in the production of goods for Medica Europe BV. We also do not accept labor in which physical and/or mental punishment is involved.

3. Working hours

Working hours shall comply with the provisions of the relevant national legislation and industry standards. In no case will employees work more than 48 hours on a regular basis and employees will have at least one day off in a seven-day period.

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Overtime cannot be required and will not exceed 12 hours per week. In addition, overtime will not be done on a regular basis and will at all times be financially compensated in accordance with what is laid down in (national) legislation.

4. Wages

Wages and benefits for a standard working week will in any case comply with the minimum legal standards.

Deductions from wages as a disciplinary measure will not be permitted, nor will deductions from wages, which are not provided for in national legislation. Other deductions will never constitute such an amount that the employee receives less than the minimum wage. Employees will be adequately and clearly informed of the specifications of income, including the amount of pay and pay periods.

5. Freedom of association and the right to collective bargaining.

Subcontractors will guarantee that their employees, without exception, can invoke the freedom of association and the right to collective bargaining. In addition, workers must be able to join a trade union.

If freedom of association and/or the right to collective bargaining are restricted by law, the subcontractor will not impede other forms of collective bargaining and membership in workers' organizations. Workers' representatives will be protected from any form of discrimination and will be free to carry out their representative work at their workplace. Employees will not be penalized for expressing their opinions and wishes.

6. Safe and hygienic working conditions

In accordance with what is stipulated in the law, subcontractors shall provide a safe and hygienic workplace for their employees, including but not limited to the provision of light at the workplace, ventilation, hygiene, fire prevention, safety measures, access to drinking water and access to clean toilet facilities.

Subcontractors will strive to provide an accident and incident free work environment and will take necessary measures to prevent accidents and injuries. Where the risk of accidents and injuries is inherent in the work to be performed, such risk will be minimized through the provision of health and safety information and training to employees.

7. Environment

Subcontractors shall comply with the environmental legislation of the country of production, as applicable.

8. Law and Regulatory

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Subcontractors shall comply in all respects with the international, national and local laws and regulations applicable to their activities and shall obtain all necessary permits. Where local industry standards are more stringent than local legislation, these industry standards shall be adhered to.

9. Bribery

Subcontractors refrain from all forms of corruption, including extortion and active or passive bribery.

10. Enforcement

Medica Europe BV expects its subcontractors to respect the provisions of this Code of Conduct and to do their utmost to comply with our standards. This Code of Conduct applies only to our subcontractors. However, we encourage our subcontractors to impose requirements regarding social conditions and the environment on the other links in the production process, such as the suppliers of (semi) finished products and other components or raw materials.

11. Corrective Measures

If a discrepancy between the requirements of this Code of Conduct and actual practices and conditions at a workplace is observed, Medica Europe BV will give the subcontractor the opportunity to propose a corrective action and implement it. Should the subcontractor fails to make improvements, then this will seriously damage the relationship with Medica Europe BV and Medica Europe BV reserves the right to terminate the relationship with immediate effect without further obligation. This article prevails over any conflicting provisions of other current agreements between Medica Europe BV and subcontractors.

We agree with the code of Conduct Of Medica Europe.

Company name: _____

Name: _____

Function: _____

Date: _____

Company Stamp: _____