

amedes

Supplier Code of Conduct



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Guidelines to ensure legally compliant and responsible conduct in cooperation with amedes Medizinische Dienstleistungen GmbH and affiliated companies, hereinafter referred to as the amedes Group.

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1. Preamble

Together, we want to fulfil the trust and high expectations of doctors and patients regarding the quality of our medical services – every single day, both today and in the future. To this end, the amedes Group plays a leading position in science, technology and quality in the healthcare sector. We have anchored this mission statement within our own corporate positioning, based on our corporate values of medical excellence, innovation and partnership.

In addition to our own corporate positioning, we have developed a common Code of Conduct that is understood as binding for all employees, and which supplements our corporate values with social and legal framework conditions.

It addresses relevant points of ethical, social and ecologically sustainable corporate governance, to which the amedes Group is committed.

To this end, the amedes Group has defined a Supplier Code of Conduct for business partners in addition to the Declaration of Principles on the Protection of Human Rights, which presupposes the promotion of (and compliance with) expectations that serve as minimum standards for successful cooperation with all business partners who work with the amedes Group.



Direct business partners are expected to read, recognise and comply with the principles set out in the Supplier Code of Conduct, and to forward these to their contractual partners along the supply chain.



2. Responsible conduct

For business partners, acting responsibly means, among other things, exercising due care in the selection and commissioning of third parties – such as suppliers. Third parties who maintain business relationships with our business partners are also required to conduct themselves in accordance with the amedes Group's principles of good conduct, as well as all prevailing laws, regulations and conventions.

Responsibility for business partners also includes establishing a spirit of cooperation rooted in trust with authorities. Business partners are obligated to comply with the law.

It is, therefore, in the interests of business partners (and every individual) to prevent and, where necessary, penalise violations of the law through a trust-based cooperation with the authorities.

3. Law-abiding conduct

The amedes Group expects its business partners to comply with the applicable legal standards in Germany and abroad (including the Corporate Sustainability Reporting Directive [CSRD], the Corporate Sustainability Due Diligence Directive [CSDDD] and the German Supply Chain Due Diligence Act [LkSG]) and norms such as the OECD Guidelines, the UN Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact, and to work towards compliance with the higher standards described in this Supplier Code of Conduct.

It is important to recognise that legal and social norms change over time. Business partners, therefore, continuously review their conduct and adapt it according to requirements. Furthermore, the business partners of the amedes Group comply with all international economic sanctions (including embargoes) and all sanctions imposed by the European Union.

The amedes Group expects its business partners to comply with the labour rights of the applicable national legislation. In addition, the amedes Group expects its business partners to recognise the core labour standards of the International Labour Organisation (ILO), which are reflected in the constitutional and legal structures of various countries.

3.1 Integrity in business transactions

The principles of fair dealings with one another are essential for underpinning the successful conduct of business activities. The amedes Group expects its business partners to reject any form of corruption, and to work against it. They must ensure that personal interests (conflict of interest) and relationships do not affect business activities.

It is in the interest of the amedes Group to work only with those business partners who reject any kind of bribery or dishonest granting of advantages – be they direct or indirect – in the private or public sector, and who sensitise their employees and business partners to this.

3.2 Compliance with foreign trade law

The business partners of the amedes Group are obligated to comply with national and international commercial law. This is linked to compliance with import and export bans, customs and tax law, obtaining the necessary authorisations and observing other foreign trade regulations and, in particular, regulations that serve to prevent money laundering.

The business partners of the amedes Group shall take those measures necessary within their sphere of influence to prevent money laundering.

3.3 Data protection and cyber security (NIS 2 Directive)

The business partners of the amedes Group hereby undertake to comply with all laws, directives and regulations relating to data protection when handling personal data.

Business partners operating in sectors affected by the NIS 2 Directive hereby undertake to adopt appropriate cybersecurity and network protection measures, IT systems and data from cyber threats and attacks. Contingency plans must be developed and implemented to ensure a rapid response to IT security incidents. The amedes Group expects its business partners to perform regular risk assessments and security checks, and to take immediate measures to restore systems in the event of a cyber attack. The incident must be reported to the amedes Group immediately.

3.4 Fiscal law

The business partners of the amedes Group shall ensure that all pertinent tax regulations are complied with.

4. Product quality and product safety

Our customers should be able to rely on the safety and quality of our products and services at all times.

The amedes Group, therefore, expects its business partners to comply with all applicable legal provisions, in order to ensure adherence to high quality and safety standards with regard to products and services.

The business partners of the amedes Group hereby undertake to regularly train those employees entrusted with product development, in order to ensure product safety at all times.

5. Ecological responsibility

5.1 Environmental and climate protection

The business partners of the amedes Group hereby undertake to contribute to environmental and climate protection, and to bear sources of environmental impact in mind in all their actions and decisions, and to avoid triggering negative consequences for the environment as far as possible. They shall comply with all applicable national and international environmental laws and regulations, and are encouraged to go beyond the legal requirements by implementing environmental management systems that comply with international standards such as ISO 14001 or equivalent.

The amedes Group expects its business partners to hold all necessary permits and/or licences, and to maintain a cooperative spirit of partnership in the exchange of data on greenhouse gas (GHG) emissions for reporting and decarbonisation purposes.

5.2 Resource and energy consumption

The business partners of the amedes Group shall ensure the most energy-efficient and environmentally friendly use of resources possible.

5.3 Environmentally friendly production and disposal

With regard to their products, the business partners of the amedes Group shall ensure safe and environmentally friendly development, production, transport and disposal operations. In doing so, they shall avoid (or reduce) all sources of negative impact on biodiversity, climate and water quality to the greatest extent possible.



5.4 Waste and waste water management

The business partners of the amedes Group shall ensure that all waste and waste water is disposed of (or otherwise released) in a safe and environmentally friendly manner in accordance with prevailing regulations.

5.5 Chemicals

The business partners of the amedes Group shall not supply amedes with any products containing chemicals in accordance with Article 3 (1) (a) and Annex A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants (POPs).

In addition thereto, the business partners shall ensure that the products they supply to the amedes Group are either not manufactured with mercury (or mercury compounds), or that mercury waste has been treated properly.

5.6 REACH Regulation and RoHS Directives

The business partners of the amedes Group are familiar with the REACH Regulation pertaining to the Registration, Evaluation, Authorisation and Restriction of Chemicals and the RoHS Directive on restricting the use of certain hazardous substances in electrical and electronic equipment, and shall ensure their compliance with them.

6. Social responsibility

6.1 Child labour and forced labour

Child labour and forced labour shall not be tolerated in any way, and are hereby rejected without exception. If child labour or forced labour is detected in direct (or indirect) connection with a business partner, this must be reported immediately, in order that sanctions may be derived immediately.

6.2 Discrimination

The business partners of the amedes Group hereby undertake to prohibit any form of discrimination, and to take decisive action against it. In particular, they shall ensure that there is no instance of discrimination based on skin colour, gender, age, nationality, political or religious conviction, social or ethnic origin, disability or sexual orientation within their sphere of influence.

6.3 Remuneration

Business partners of the amedes Group shall pay their employees an ongoing amount of remuneration covering their living expenses in accordance with the remuneration regulations applicable to the place of employment.

6.4 Freedom of association

The business partners of the amedes Group shall respect the right of freedom of association and unionisation of their employees, and they shall respect all national and international laws applicable at the respective place of employment – such as the right to strike or the right to collective bargaining. Open and direct discussions with employees are encouraged, in order to find solutions to potential issues.

6.5 Security forces

The business partners of the amedes Group shall not engage private or public security forces to protect the company if their deployment would violate applicable human rights, freedom or labour laws.

6.6 Forced eviction

The business partners of the amedes Group hereby reject any form of unlawful eviction and expropriation for the acquisition, development or other use of land, forests and water.





6.7 Other human rights

The business partners of the amedes Group shall respect and support the observance of all other national human rights applicable at the place of employment, as well as any internationally applicable human rights. Furthermore, business partners are expected to establish a communication channel for employees to report complaints and observations of any kind anonymously, and without fear of retaliation or personal consequences.

6.8 Health protection and occupational safety

The business partners of the amedes Group shall ensure that the national and international regulations for occupational health and safety applicable at the place of employment are complied with. These shall be communicated to the employees. Business partners shall also constantly endeavour to improve and develop working conditions, and are encouraged to go beyond prevailing legal requirements by introducing management systems that comply with international standards such as ISO 45001 or equivalent standards. Any anomalies and safety defects must be reported immediately.

6.9 Working time

Employees' working hours must comply with all applicable national or international laws or, in the absence of statutory regulations, with corresponding industry standards.

7. Ethical business conduct

7.1 Dealing with business partners

The business partners of the amedes Group maintain a fair, correct and reliable relationship with their customers, representatives of public authorities, suppliers and other business partners that is rooted in a spirit of mutual trust. They fulfil their agreements and contracts and comply with country-specific laws and regulations.

7.2 Handling confidential information

For the business partners of the amedes Group, dealings with customers, suppliers and business partners that are rooted in fairness and trust include maintaining professional secrecy regarding confidential information – including intellectual property and copyrights of third parties. Confidential information of the amedes group must be kept strictly secret.

7.3 Competition and anti-trust law

The business partners of the amedes Group shall not enter into any agreements that violate competition or anti-trust law.

7.4 Bribery, corruptibility and "incentivising payments"

The business partners of the amedes Group hereby reject any form of bribery or corruptibility, do not allow so-called "incentivising payments" and do not accept them under any circumstances.

7.5 Dealing with gifts and other benefits

The business partners of the amedes Group shall not accept or give any inappropriate gifts or other benefits.

7.6 Money laundering

The business partners of the amedes Group shall observe all laws and regulations against money laundering, as well as against the support and financing of terrorist activities.

7.7 Cooperation with public authorities

The business partners of the amedes Group shall apply the highest ethical standards in their work, especially with public bodies, public officials and international authorities, and they shall comply with laws and regulations. They shall also agree this with their business partners.

7.8 Avoidance of conflicts of interest

In principle, business and private interests must be kept strictly separate. A conflict of interest may arise if business partners take measures or have personal interests that may conflict with their activities for the amedes Group. In such a case, only open communication and complete transparency can protect against damage.

7.9 Conduct in the case of equity investments

The business partners of the amedes Group shall avoid conflicts of interest arising from equity investments.

8. Implementation of the Supplier Code of Conduct**8.1 Risk management**

The business partners of the amedes Group shall identify human rights and environmental risks in their supply chains and adopt appropriate measures immediately where necessary.

8.2 Indications of (and reporting) violations

Information on weaknesses or other circumstances that lead to legal violations can also be submitted anonymously – in particular, via the electronic [whistleblower system of the amedes Group](#). Information shall be treated confidentially. If requested, the identity of the whistleblower shall be kept secret. Amedes guarantees that no steps will be taken to identify the whistleblower in the event of an anonymous report, except in the case of misuse. Denunciations of any kind shall not be tolerated.

8.3 Implementation

The business partners of the amedes Group hereby undertake to inform the amedes Group immediately in the event of a violation or suspected violation of the Supplier Code of Conduct.

The amedes Group can monitor compliance with all regulations set out in this Supplier Code of Conduct with the help of prevention and control measures at all business partner locations. In the event of a violation of the listed values and principles, or in a case of non-compliance with the requirements, the amedes Group hereby reserves the right to take appropriate measures up to and including suspension or termination of the business relationship.

9. Consent

By signing this Supplier Code of Conduct, the business partners of the amedes Group hereby undertake to comply responsibly with the listed standards and regulations. The business partners hereby also undertake to clearly communicate the Supplier Code of Conduct to internal and external employees, suppliers, subcontractors and other authorised companies and assure the amedes Group that all necessary measures to comply with the Supplier Code of Conduct shall be properly implemented and promoted.

Place, date, signature of business partner

Function of the signatory at the business partner

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