

## **Vention Medical Social & Environmental Responsibility Policy – Supplier Code of Conduct**

Vention is committed to improving the lives of our employees, and others, through better health and well-being; through improving our work and life environments; and by investing in programs that will help our customers, and our customers' customers, with cost-effective products that are more eco-friendly.

As part of our Sustainability initiative, we place a high standard on the partners that we work with to ensure that they, too, share in our commitment to improving our world. As such, we expect our Suppliers to adhere to Vention's Supplier Code of Conduct.

It is our expectation that Suppliers should be committed to upholding and supporting the human rights of all workers; to treat them with dignity and respect; and to treat all workers equally. As such, our Suppliers should adhere to the strictest compliance to ensure that they honor worker's rights, including:

- ▶ Providing free choice of employment and just and favorable work conditions;
- ▶ Equal pay for equal work, without any discrimination;
- ▶ Ensuring that every worker has the right to just and favorable pay to ensure an existence worthy of human dignity;
- ▶ Prohibiting child labor;
- ▶ Regulating working hours of all employees;
- ▶ Preventing and prohibiting inhumane treatment of any nature;
- ▶ Prohibiting discrimination on any basis and treating all workers equally;
- ▶ Respecting the right to freedom of association;
- ▶ Establishing formal grievance procedures through which employees can raise work –related concerns.
- ▶ We further expect that our Suppliers will provide employees with a safe and healthy work environment; and adhere and comply with all applicable laws and regulations. To this extent, Suppliers should:
  - ▶ Promote an environmental mindset where the health and safety of employees is paramount;
  - ▶ Ensure that there are adequate arrangements and communication plans for health and safety within the workplace;
  - ▶ Proper training and education is provided to employees to ensure compliance with policies and safe work systems;
  - ▶ Minimize environmental pollution and promote resource reduction;
  - ▶ Obtain environmental permits and reporting of requirements;

- ▶ Control and manage hazardous chemicals and substances in products and manufacturing;
- ▶ Apply and adhere to all applicable safety regulations;
- ▶ Promote and encourage safe activities in the workplace;
- ▶ Promote and encourage employees to feel confident to express concerns over safety issues;
- ▶ Focus first and foremost on the safety of employees, and thereby apply measures to ensure appropriate and diligent handling of occupational injuries and/or illnesses;
- ▶ Identify, evaluate, and control physically demanding work;
- ▶ Properly manage disasters and accidents and emergencies;

Vention's Supply Partners must always adhere to the highest standard of ethical behavior. All laws and regulations relating to bribery, corruption and prohibited business practices must always be followed. It is expected that our Suppliers will operate every facet of their business with the highest degree of integrity; prohibit bribery and corruption; provide accurate information on products and services; respect the nature of intellectual property and confidential information received; prohibit any impediment to fair, transparent and free competition; and prohibit the granting of any improper advantage in the marketplace.

Vention is committed to auditing Suppliers to ensure adherence to this policy as well as to an effective Management System that shall include:

- ▶ Company Commitment to Social and Environmental Responsibility;
- ▶ Management Accountability & Responsibility
- ▶ Legal & Customer Requirements
- ▶ Risk Assessment & Risk Management
- ▶ Performance Objectives with Implementation Plan and Measures
- ▶ Training
- ▶ Communication
- ▶ Worker Feedback & Participation
- ▶ Audits & Assessments
- ▶ Corrective Action Process
- ▶ Documentation & Records