

Code of Conduct - Guideline for BIOMED Labordiagnostik GmbH in interaction with employees, suppliers and business partners

This code of conduct serves as a guideline for the behaviour in business transactions and the principles and requirements of BIOMED Labordiagnostik GmbH (in the following BIOMED) for its employees, suppliers and business partners with regard to their responsibility for people and the environment. BIOMED reserves the right to amend the requirements of this Code of Conduct in the event of appropriate changes to BIOMED's Compliance Management System.

Compliance with laws



As a company manufacturing medical devices and other products, BIOMED is subject to numerous local, national and international regulations, rules, laws and industry guidelines that serve to protect patients, consumers and professional users. These applicable rules, regulations, laws and sector guidelines of the respective applicable legal systems are complied with.

Products

The products of BIOMED contribute to the prevention, diagnosis and treatment of diseases in order to improve the health and quality of life of people.

BIOMED aims to continuously monitor and improve the quality of all products. During the development and manufacture of the products, care is taken to ensure that they meet the requirements of BIOMED's quality management system as well as the applicable market entry requirements.

To ensure that the products comply with all necessary safety standards and regulatory requirements, it is ensured that all legal provisions are met and that immediate action is taken in the event of incidents.



Quality standards & good practice



BIOMED maintains high quality standards and thus contributes significantly to compliance with regulatory requirements. This is a basic prerequisite for the business activities of BIOMED. Legal and regulatory requirements as well as internationally recognized standards (e.g. ISO 13485, IVD-R, GMP - *Good Manufacturing Practice*) are of course complied with in order to meet the high expectations of our business partners regarding the quality, safety and efficacy of our products.

In order to ensure patient safety and the reporting of all adverse events, all employees are obliged to report any adverse events and customer complaints to the responsible person immediately or take care of it itself.

Individual integrity

BIOMED undertakes to avoid all conflicts of interest which could adversely affect business relations, even if only apparently so. This includes avoiding situations in which personal interests could conflict with those of BIOMED, not taking unjustified



advantage of the position at BIOMED for personal gain or for the benefit of relatives or close persons, and in the event of an actual or potential conflict of interest, informing the superior immediately so that an appropriate solution can be found.

Prohibition of bribery and unlawful advantage



Corrupt business conduct, such as bribery, embezzlement, fraud, theft and the granting or acceptance of unfair advantages is not tolerated or supported by BIOMED in any form. No benefits are offered, granted or promised to government officials or private-sector counterparties in order to influence official actions or obtain an unfair advantage. This includes refraining from granting and accepting improper discounts, bribes and kickbacks. Improper benefits may relate to all assets, including payments, meals, gifts, entertainment, travel expenses and sham arrangements.

Competition law, antitrust law and intellectual property rights

BIOMED stands behind all efforts to promote and protect free competition, the legitimate protection of intellectual property and commercial rights and acts in accordance with national and international competition laws, does not participate in price fixing, market or customer allocation, market agreements or supply agreements. Suppliers and business partners are also expected to be committed to the principles of the free market economy and fair competition.



Data protection



Personal data (e.g. information on employees, business partners, customers and suppliers) is processed confidentially and responsibly in accordance with data protection laws.

The privacy of all is respected and it is ensured that personal data is effectively protected and used only for legitimate purposes.

Fundamental rights of employees

BIOMED is committed to supporting equal opportunities and equal treatment of its employees regardless of skin colour, race, nationality, social background, any disabilities, sexual orientation, political or religious beliefs, gender or age. The personal dignity, privacy and personal rights of each individual are to be respected, no one is to be employed or forced to work against their will. Unacceptable treatment of workers is not tolerated, such as psychological hardship, sexual and personal harassment or discrimination. Nor does it include behaviour (including gestures, speech and physical contact) that is sexual, coercive, threatening, abusive or exploitative.



Adequate remuneration is ensured and the national minimum wage laid down by law is guaranteed. BIOMED undertakes to comply with the maximum working hours laid down by law in the respective country and, as far as legally permissible, to recognise the freedom of association

of employees and to neither favour nor discriminate against members in employee organisations or trade unions.

In accordance with the prohibition of child and forced labour, BIOMED does not employ workers who do not have a minimum age of 15 years, nor is forced or compulsory labour tolerated.

Health and safety of employees



BIOMED takes responsibility for the health and safety of its employees by acting in accordance with the applicable legal and international standards regarding health and safety at work and by providing safe working conditions.



Risks are contained by means of appropriate measures and the best possible precautions are taken against accidents and occupational diseases. Employees are offered training to ensure that all employees are competent in the subject of occupational safety. An appropriate work safety management system is applied and regularly reviewed.

Environmental protection

BIOMED observes environmental protection with regard to legal norms and international standards and minimizes environmental pollution.



Supply chain



BIOMED promotes compliance with the contents of the Code of Conduct among its suppliers in an appropriate manner and observes the principles of non-discrimination in the selection of suppliers and in dealing with suppliers.