

## Ziehm Imaging GmbH's Supplier Code of Conduct

We, Ziehm Imaging GmbH, are strongly committed to ensuring that the medical technology products and services we offer are manufactured in a way that respects human rights and the environment, and that protects the fundamental dignity of workers.

Therefore, we only work with suppliers who are committed to the same principles.

We value the relationships we have with our suppliers and therefore, we are fair, open and transparent in our dealings with them. In return, we expect our suppliers to share our commitment to ethical, safe and responsible business practices. We expect our suppliers to be guided by the principles set out in this Supplier Code of Conduct when working with us. We also expect our suppliers to implement and promote the same principles in their own supply chains.

We expect all products supplied to us to be manufactured or produced in accordance with this Supplier Code of Conduct. We also expect all suppliers of goods and services to us to comply with the Supplier Code of Conduct even if it goes beyond the requirements of applicable law.

We expressly reserve the right to adapt this Supplier Code of Conduct at any time should this be necessary on the basis of the risk analysis that we conduct on a regular basis.

In applying this Supplier Code of Conduct, we expect our suppliers to adhere to the following principles:

- **Child labor, forced labor and slavery:** To condemn of all forms of child labor, forced labor, and slavery.
- **Occupational health and safety:** To comply with the occupational health and safety obligations applicable under the law of the place of employment and therefore to prevent the risk of accidents in the work place or work-related health hazards.
- **Freedom of association:** We reject any disregard for the freedom of association. All our suppliers are required to observe the right of their employees to join or become a member of labor unions, and not to use the foundation, joining or membership of a labor union as a reason for unjustified discrimination or retaliation measures. All our suppliers shall also observe the right of labor unions to engage in activities freely and in accordance with the law of the place of employment.
- **Discrimination:** All people should be treated equally. We reject any form of unequal treatment such as due to national and ethnic origin, social background, state of health, disability, sexual orientation, age, gender, political opinion, religion or ideology, unless this is justified by the requirements of the employment; unequal treatment includes, in particular, unequal pay for work of equal value.
- **Fair wages:** We support the payment of fair wages.
- **Damage to the environment:** We expect our suppliers to avoid any type of environmental damage. This includes adverse soil alterations, water and air pollution, harmful noise emissions and counteracting excessive consumption of water.

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**Complaints:** Our suppliers undertake to suitably disclose violations of human rights and environmental concerns both among their own employees and with regard to their own suppliers, and to encourage all potentially concerned persons to report any violations of this Supplier Code of Conduct to our Human Rights Ombudsman at [menschenrechte@aton.de](mailto:menschenrechte@aton.de).

**Passing on to sub-contractors:** Our suppliers undertake to pass on the risks and expectations regarding human rights and environmental concerns that we have identified and communicated in our Supplier Code of Conduct - within the scope of what is possible and reasonable - to their respective contractual partner and to encourage their respective sub-contractors to comply with the Supplier Code of Conduct.

**Audit:** Our suppliers are obliged to regularly inform us, at least upon request, in a suitable way about the implementation of the Supplier Code of Conduct. In this context, our suppliers shall, in particular, make available to us all the necessary information that we require to check whether the respective supplier is adequately and effectively addressing and enforcing the human rights and environmental expectations communicated by the Supplier Code of Conduct in its own business area and with respect to its suppliers. If the information transmitted to us by the supplier gives us reason to suspect that the supplier is not fulfilling its obligations and/or not adequately addressing human rights and environmental risks or violations, we shall have the right to form our own impression of the implementation on site or to commission a third party to do so. In the process, the supplier is obliged, in particular, to grant us or a third party commissioned by us, following prior notification during normal business hours, access to its company premises and manufacturing plants and to all necessary documentation and information in as far as this is in accordance with the law. The supplier may refuse to grant us access in particular if the making available of documents and information would violate the protection of operational and business secrets or legal provisions.

**Remediation mechanism:** If, during the term of the contract concluded between us, a supplier identifies, or we identify, an existing or imminent violation of human rights or environmental concerns which the Supplier has causally caused, the supplier shall immediately take all measures to end the (imminent) violation. If the violation is of such a kind that immediate cessation is not possible, the supplier shall immediately create a concept to cease or minimize the violation as quickly as possible, whereby this concept must contain a concrete schedule within which the supplier is obliged to implement the devised concept (**remediation concept**).

In so far as is legally permissible, we shall support the supplier in implementing the remediation concept in an appropriate way.

In the event of a serious violation of human rights or environmental concerns, we reserve the right to suspend the business relations with the supplier until the violation has been eliminated. In the event of a temporary interruption of the business relationship, neither us nor the supplier shall be obliged to fulfill the respective contractual obligations. We shall inform the supplier in writing of the interruption of the business relationship.

**Right of termination:** If we discover, or the supplier discovers, a serious violation of human rights or environmental concerns which is casually caused by the supplier and if the supplier does not remedy the situation within the period specified in the remediation concept submitted, and if, in addition, we are also unable to otherwise remedy the situation together with the supplier despite joint efforts, we shall be entitled to terminate the existing contract without observing a notice period. We shall pay for any services that have been provided by the supplier up to the time of the termination as agreed.