



General Principles of Proper Business Conduct and Ethics for Supplier

Supplier shall:

- (a) respect the principles defended in the Conventions of the International Labor Organization and, in particular, the abolition of child labor and the elimination of all forms of compulsory or forced labor;
- (b) not have recourse to illegal employment and shall respect current labor regulations as well as all regulations specific to its activities, including but not limited to (b.1) not to practice any form of discrimination with respect to hiring or personnel management, and to promote equality in professional treatment; (b.2) not to use any form of mental or physical coercion, or corporal punishment for disciplinary purposes; (b.3) to prohibit any use of forced, bonded or indentured labor or involuntary prison labor; (b.4) to ensure that any work, including overtime work, will be voluntary and workers should be free to leave upon reasonable notice; (b.5) to respect current legislation with regard to working schedules, remuneration, training, collective bargaining, health and safety;
- (c) prevent drugs and alcohol abuse by taking all reasonable steps to ensure that directors, officers, employees or contractors (c.1) shall not report or endeavour to report for duty having just consumed alcohol or under the influence of drugs; (c.2) report for duty in an unfit state due to the use of alcohol or drugs; (c.3) be in possession of drugs of abuse in the workplace; (c.4) consume alcohol or drugs whilst on duty;
- (d) work against corruption by forbidding the offer or payment of bribes to its customers or to the business associates of its customers and by forbidding its employees to request or accept bribes, whether for their own benefit or that of their families, friends, associates or acquaintances;
- (e) support and respect the protection of internationally proclaimed human rights and to ensure they are not complicit in human rights abuses;
- (f) to adhere to the principles of environmental protection by (f.1) supporting and respecting the fundamental principles of environmental protection through the implementation of an environmental policy aimed at alignment with the best practices in the profession; (f.2) ensuring scrupulous respect of mandatory local, national and international regulations in effect as well as general environmental protection principles in the framework of its activities; (f.3) controlling the impact of its activities on the environment by adopting measures to identify the environmental consequences of these activities; (f.4) promoting these environmental principles set forth above in its dealings with its own suppliers, service providers and/or sub-contractors; and
- (g) ensure that parts and products supplied to B Medical Systems are DRC conflict-free (do not contain metals derived from “conflict minerals”; columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), or their derivatives such that they do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country). Suppliers are to establish policies, due diligence frameworks, and management systems, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, that are designed to accomplish this goal.



Without unreasonably disrupting the Supplier's work, B Medical Systems may conduct reasonable audits with prior notice to verify the Supplier's compliance with those General Principles of Proper Business Conduct and Ethics.

Any breach of the obligations stipulated in those General Principles of Proper Business Conduct and Ethics by Supplier is considered as a material breach of the contract entered into by and between B Medical Systems and Supplier. In case of a material breach, B Medical Systems reserves the right to terminate its business relationship with Supplier.