



IMP Innovative Medical Produkte Handelsgesellschaft mbH

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With the following guiding principles, we want to ensure a common understanding of our values towards our employees, suppliers and customers.

Michael Fischer, Managing Director

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1. Foreword

As one of the leading German specialists for urological products, we strive to achieve maximum consistency between the product quality we supply and the requirements of our customers. We are not only a supplier of high-quality products, but also a point of contact for technical knowledge as well as market and product expertise. To this end, we strive to continuously improve our company processes.

In our company, we want to ensure a responsible and ethical approach to the health, safety and environmental aspects of our products towards our employees, the environment and our customers. With our strong team, we offer advice and information on the proper use and storage of our products, in order to prevent damage to health or the environment.

Gaining and maintaining the trust and satisfaction of our customers is a high priority for us. Our aim is to promote a commitment to quality at all levels of our company, and we provide the necessary means and resources to achieve this.

To this end, we expect our employees to implement applicable law when carrying out their work, to respect internationally recognized human rights and environmental obligations and to take care to prevent human rights violations and environmental pollution.

2. Compliance with legal requirements

We are committed to complying with all relevant legal regulations and conditions. In the countries in which we operate, we comply with all relevant international regulations and laws, minimum industrial standards, ILO (International Labor Organization) and UN (United Nations) conventions.

3. Personnel competence

With their knowledge and experience in our processes, their interaction with our customers and their ability to ensure a smooth service process, our employees form the basis of our expertise and are therefore an important part of our corporate capital. The conscious development of these resources is an essential task for us.

4. Corruption and bribery

Ethical and legal requirements are our top priority. To this end, we are committed to conducting all business fairly, honestly, openly and with integrity. We take compliance with competition and anti-corruption laws as well as a regulated, transparent approach to donations and gifts for granted.

5. Social responsibility

Our commitment to social responsibility and working conditions is based on the principles of international human rights standards as described in the UN (United Nations) Convention on the Rights of the Child, the International Labor Organization (ILO) and the Universal Declaration of Human Rights. Details for our commitment for the following topics points are set out below:

5.1. Child labor, slavery and forced labor

We condemn all forms of child labor, forced labor and slavery. Any work by minors that has negative consequences for their mental, social and health development and that violates children's fundamental rights to education, health, protection and participation is neither supported nor condoned.

Modern slavery is a crime and can take various forms, such as slavery, servitude, forced or compulsory labor and human smuggling. We have a zero-tolerance approach to slavery and are committed to acting ethically, with integrity and transparency in all business transactions and relationships.

5.2. Reasonable wages, working hours and social benefits

We will comply with all statutory social benefit requirements for all employees (100%). These include our contributions as an employer to statutory health, pension, unemployment and long-term care insurance as well as insurance contributions against occupational accidents and illnesses or continued remuneration in the event of illness.

5.1. Right to opinion and freedom of association

Everyone has the right to freedom of expression and freedom of association. This right includes freedom of expression and the freedom to receive and impart information and ideas without interference from the authorities. We respect the freedom of the media and its plurality at all times.

5.1. Discrimination

All people enjoy equal treatment. We reject any form of unequal treatment, for example on the basis of national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or ideology. Unequal treatment also includes, in particular, the payment of unequal remuneration for work of equal value.

Our employees are required to work with the company to ensure that harassment or bullying is effectively prevented. Serious breaches of dignity at work are treated as potential gross misconduct and could result in the employee being subject to summary dismissal.

The company will also take appropriate action against third parties who are found to have committed inappropriate or unlawful harassment, bullying or intimidation against its employees.

5.2. Prohibition of causing harmful changes to the soil, water pollution, air pollution, noise emissions

We have set ourselves the goal of preventing and averting soil change, water pollution, air pollution and harmful noise emissions. Furthermore, we are committed to taking precautions against adverse effects on soil, water and air.

5.3. Unlawful deprivation of land and livelihoods

The protection of livelihoods is an overriding concern for us. The inviolability and protection against forced eviction or unlawful seizure of forests, land and water that secure a person's livelihood is therefore a matter of course.

5.4. Prohibition of hiring or using private or public security forces to protect the business project

The use of private or public security forces to protect the company may only take place under predetermined conditions. We will not tolerate torture or cruel, inhuman or degrading treatment. At no time may life and limb be harmed or the freedom of association and union restricted.

5.5. Handling data

Our customers' data, company data and employee data are particularly worthy of protection. Handling in accordance with the General Data Protection Regulation (GDPR) and the Federal Data Protection Act (BDSG) is a matter of course for us.

6. Safety, health and the environment

6.1. Occupational health and safety

The responsibility to avoid risks in the areas of health protection and occupational safety is a top priority for our employees and business partners. We take all appropriate measures to ensure health and safety in the workplace.

We provide the appropriate equipment and infrastructure to safeguard the working environment and healthy working systems for our employees. Ongoing measures are taken to ensure appropriate training, supervision and instruction of employees in relation to health and safety issues. Drinking water, clean toilets and sanitary facilities are available to all staff.

6.2. Environment and sustainability

As a company that operates sustainably, it is important to us to protect the habitats of future generations. Appreciation for the resources we use is particularly important to us.

- We are constantly striving to minimize the consumption of raw materials, energy sources and water and to reduce waste and hazardous substances in order to protect valuable resources and keep our CO2 emissions as low as possible.
- We always check the possibility of using ecologically or energetically better products.
- Continuous improvement of working conditions and the preservation of jobs are a matter of course for us.
- The materials we use are critically tested for their environmental compatibility.
- Wherever possible, we will pool waste for reprocessing/recycling
- Use of recycled, reusable packaging - this will help to reduce the total amount of packaging waste in circulation.

A copy of these guidelines is given to all employees. They are reviewed at regular intervals and updated as necessary.