

At IMP Innovative Medical Produkte Handelsgesellschaft mbH, we 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 protects the basic dignity of workers. We therefore work exclusively with suppliers who have committed themselves to the same principles.

We value our relationships with our suppliers and are therefore 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. The principles set out in this Supplier Code of Conduct form the basis of our cooperation with them. In addition, we expect our suppliers to implement and promote the same principles in their own supply chains.

All products supplied to us shall be manufactured or produced in accordance with this Supplier Code of Conduct, even if this Supplier Code of Conduct 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 we regularly carry out.

Principles:

Child labor, forced labor and slavery: Condemnation of all forms of child labor, forced labor and slavery.

Occupational health and safety: The responsibility to avoid risks in the areas of occupational health and safety has top priority. All appropriate measures must be taken to ensure health and safety in the workplace.

Right to freedom of expression 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 business. We respect the freedom of the media and its plurality at all times.

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 belief, unless this is justified by the requirements of employment; unequal treatment includes in particular the payment of unequal remuneration for work of equal value.

Fair wages: We support the payment of fair wages.

Bribery and corruption: No form of corruption, extortion or embezzlement shall be practiced or tolerated. Suppliers shall not offer or accept bribes or other unlawful inducements to their business partners.

Environmental damage: We see it as a matter of course to protect the habitats of future generations. We expect our suppliers to avoid any kind of environmental damage. This includes counteracting harmful soil changes, water and air pollution, harmful noise emissions and excessive water consumption. The use and consumption of resources and the generation of waste of any kind, including water and energy, must be reduced or avoided.

Data protection and intellectual property: Protect confidential information and use it only in an appropriate manner. Ensure that the privacy and intellectual property rights of all employees and business partners and associates are protected.

In particular, we expect our suppliers to have designated representatives who monitor compliance with the applicable laws and this Supplier Code of Conduct, as well as review and evaluate compliance on an ad hoc basis.

We also expect our suppliers to implement a process to identify the human rights and environmental risks associated with their own operations and labor practices. In addition, management must develop appropriate processes to control the identified risks and ensure compliance.

Finally, we expect our suppliers to conduct appropriate training programs for their employees in order to implement the standards in our Supplier Code of Conduct and comply with applicable legal requirements. Where necessary and possible, we support our suppliers in providing the necessary training.