

Code of Conduct der MEDTRON AG

1. Introduction

MEDTRON AG stands for innovation, quality and responsibility in the field of medical technology. Our Code of Conduct sets out the principles that govern our day-to-day conduct. It serves as a guide for all employees, managers and corporate bodies, and for our business partners.

2. Our core values and principles

- **Integrity:** We act with honesty, reliability and transparency.
- **Responsibility:** We take responsibility for our actions and their consequences.
- **Respect:** We treat one another with respect and promote diversity, inclusion and equal opportunity.
- **Sustainability:** We are committed to resource-efficient, environmentally responsible and sustainable practices.
- We recognise the right to **fair and safe working conditions** and to a **living wage**.

3. Compliance with laws and regulations

- We strictly comply with all applicable laws, regulations and internal policies.
- Corruption, bribery, money laundering and unethical business practices are not tolerated.
- We protect intellectual property and respect copyright and data protection laws and regulations.
- We regularly require our business partners to comply with integrity standards and applicable environmental and occupational health and safety requirements, and to respect human rights.
- Our procurement decisions take into account not only economic criteria but also **ethical and environmental considerations**.

4. Workplace conduct

- There is no place for discrimination, harassment or bullying in our organisation.
- We promote open communication and respect opinions and constructive feedback.
- We ensure that **occupational health and safety requirements** are regularly reviewed and continuously improved.
- **Forced labour, child labour or exploitative employment practices** are not tolerated.

5. Responsibility towards our business partners

- We treat our customers, suppliers and partners fairly, respectfully and transparently.
- We make decisions based on objective criteria rather than personal interests.
- We maintain business relationships founded on trust and integrity.
- We expect our suppliers and partners to adhere to the same **social, environmental and ethical standards** defined in this Code of Conduct.

6. Conflicts of interest

- Private interests must not conflict with those of MEDTRON AG.
- Potential conflicts of interest must be disclosed without delay.

7. Data protection and information security

- We handle confidential information responsibly.
- Protecting the personal data of employees, customers and partners is a particular priority for us.
- IT security and compliance with security policies are mandatory.

8. Sustainability and environmental responsibility

- We are committed to environmentally friendly processes and sustainable business practices.
- We support sustainable and environmentally conscious business practices, aiming to make packaging as recyclable as possible and to reduce the use of plastics.
- Innovation should promote not only medical progress but also environmental responsibility.

9. Implementation and responsibility

- The Management Board of MEDTRON AG is responsible for implementing and ensuring compliance with this Code of Conduct.
- Managers must act as role models.
- All employees are responsible for upholding the Code of Conduct in their day-to-day work.

10. Reporting violations

- Violations of the Code of Conduct may have serious consequences for the company and for individuals concerned.
- Employees are encouraged to report potential violations at an early stage.
- MEDTRON AG ensures that whistleblowers are protected from any detrimental treatment.
- We ensure that our **whistleblowing system can be used anonymously** and is **accessible to all employees and external stakeholders** (e.g. suppliers and business partners). All reports are handled **confidentially and fairly**.

11. Closing remarks

This Code of Conduct is both a guideline and a self-commitment. Only by acting together in accordance with these principles can we achieve sustainable success as MEDTRON AG.