


Code of Conduct



January 1st 2023

eastwest  medico

Let us ensure
that ethical
behavior and
environmental
sustainability is
in our focus





Why a code of conduct?

As a medical device company, we recognize that environmental sustainability is crucial for our long-term success. We understand that our operations and sourcing activities have an impact on the environment, and we are committed to reducing our carbon footprint and promoting sustainable practices.

The medical industry is highly regulated, and failure to comply with laws and regulations can result in serious legal and financial consequences. A code of conduct helps us to maintain compliance by providing guidelines for ethical behavior, ensuring that all employees understand the expectations and standards for their conduct.

Additionally, our company's reputation is essential to our success. Patients, healthcare providers, and other stakeholders rely on our products and services, and we have a responsibility to act with integrity and transparency in all of our business practices. A code of conduct helps us to build and maintain a positive reputation by demonstrating our commitment to ethical behavior, and by providing clear guidance on how to conduct business in an ethical manner.

Niels Kristian Bitsch

Exec. VP, Eastwest Medico

Our code

In Eastwest Medico we believe that our Code of Conduct incorporates the core values that guide our operations as well as interactions with our suppliers, employees, and other stakeholders



Ethical behavior

We believe that ethical behaviour is the foundation for achieving successful and sustainable business operations – and we conduct all our activities with the highest standards of integrity. We believe that honesty, transparency, fairness, and respect are essential values

that should guide our interactions with our suppliers, employees, customers, and other stakeholders. And, ethical behavior goes hand-in-hand with high product quality. We are committed to upholding these values in all aspects of our operations and sourcing activities.



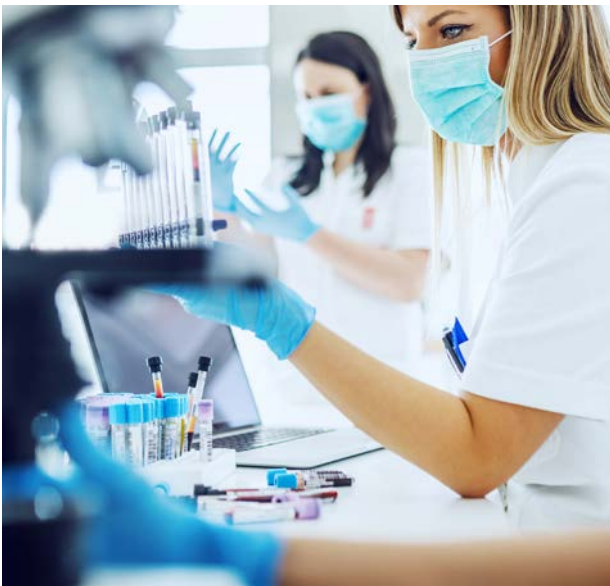
Environmental Sustainability

We recognize the importance of reducing our carbon footprint and promoting environmental sustainability. We believe that it is essential for our suppliers to have initiatives in place to neutralize their CO2 emissions. We seek out suppliers who have a commitment to reducing their environmental impact and who prioritize

sustainable practices. We require that our suppliers are ISO 14001 certified, and we continuously monitor and improve our supplier qualification process to ensure that we maintain the highest environmental standards in all aspects of our sourcing activities.

Confidentiality

We respect the confidential information of others and take steps to ensure that such information is not disclosed without proper authorization. We have policies in place to protect sensitive information, including customer data, employee information, and trade secrets. We emphasize the importance of confidentiality to our employees and partners and provide training to ensure that everyone understands their responsibilities.



Compliance with regulations

We are committed to complying with all applicable laws, regulations, and policies. We believe that compliance is essential for our long-term sustainability and success. We comply with export controls and import obligations, antitrust laws and regulations, and take steps to prevent the facilitation of tax evasion and financial crime.

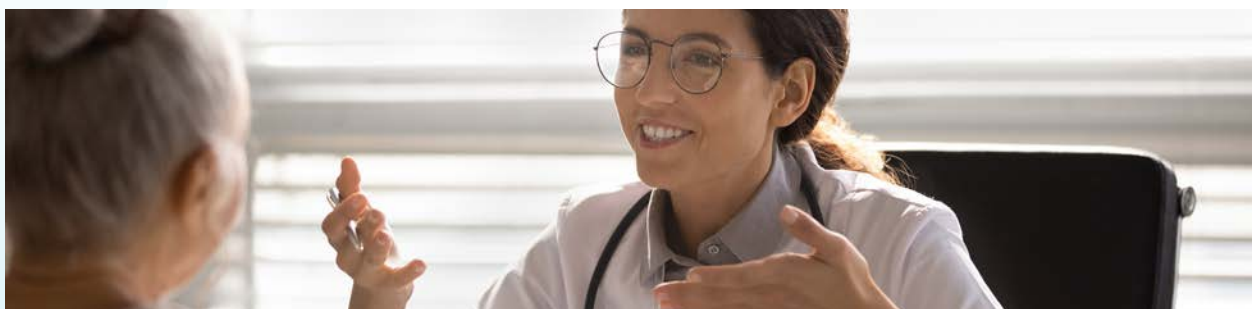
Our conduct



Supplier Qualification and Commitment

We believe that the quality of our suppliers is critical to our success. We seek out the best product suppliers in the market and qualify them based on criteria such as quality management, product specifications, environmental compliance, employee rights, financial strength, and reputation. We expect our suppliers to

adhere to our Code of Conduct and ethical standards, and we investigate any ethical concerns raised about them.



Communication and transparency

We believe that open and transparent communication is essential for building trust and maintaining strong relationships with our suppliers, employees, and other stakeholders. We maintain regular communication with our suppliers to ensure that our expectations are clear

and that we are working together effectively. We also believe that transparency is essential for building trust with our customers and other stakeholders. We are committed to being transparent about our operations, sourcing activities, and ethical practices.

International Compliance

We are a proud member of the UN Global Compact and are committed to upholding their 10 principles. We recognize and comply with the standards set by international organizations such as the UN and the ILO. We believe that compliance with international standards is essential for our long-term sustainability and success. We are committed to upholding the standards set by these organizations, including those related to child labor, forced labor, discrimination, freedom of association and collective bargaining, and labor legislation.



Monitoring and Improvement

We believe that continuous monitoring and improvement of our supplier qualification process is essential for maintaining the highest ethical standards in all aspects of our operations and sourcing activities. We continuously monitor the quality of our suppliers and gather information from potential sources of risk. We also review our supplier qualification process annually to ensure that we maintain the highest ethical standards.



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