

CODE OF CONDUCT FOR SUPPLIERS

At WS Audiology, we are committed to delivering high standards in both social and environmental matters – in our own operations as well as in relation to our suppliers. This Code of Conduct for Suppliers defines the basic requirements placed on our suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. The supplier declares:

Legal compliance

- to comply with local and international laws, codes and standards, in the countries in which it operates and the countries in which its goods and/or services are sourced and/or provided;

Prohibition of corruption and bribery

- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law, and maintain in place its own anti-corruption and anti-bribery policies to comply with this basic requirement;
- to immediately notify us in writing if a public official becomes its officer or employee, or acquires a direct or indirect interest in it;

Respect for the basic human rights of employees and right to work

- to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his/her will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organisations or trade unions;
- to employ or use employees with a legal right to work in the country and establish a process that effectively monitors it;

Prohibition of child labour

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14;

Health and safety of employees

- to provide a safe and healthy working environment, including any company provided living quarters, by implementing programmes that manage and promote occupational health and safety;
- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;

Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to implement programmes that reduce the environmental impacts of operations including natural resource consumption, materials sourcing, waste generation, wastewater discharges and air emissions;

Supply chain, sourcing of materials and trade

- to source materials from socially responsible suppliers, including conflict free minerals mines to comply with international laws. Due diligence must be exercised on the source and chain of custody of conflict minerals;
- to ensure that its suppliers who are directly or indirectly involved in the supply of goods or services to us comply with this Code of Conduct for Suppliers;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment;

- to engage in market and competitive practices that are fair, ethically responsible and law-abiding;
- to comply with local and international trade laws and customs provisions on importing, exporting, embargoes and other sanctions. It will provide all papers, documents, data and information required for such compliance, *e.g.* official permits;

Business continuity

- to take responsibility for the development and implementation of appropriate business continuity plans for operations supporting our business;

Monitoring

- to report breaches of this Code of Conduct for Suppliers immediately to us and we will work with it to agree to a corrective action plan;
- to provide us - but not more than once a year for any basic requirements – upon request, at our option, with (a) a written self-assessment in the form provided by us or (b) a written report approved by us describing actions taken to comply with this Code of Conduct for Suppliers;
- to allow us, our authorised agents and representatives, including without limitation our affiliates and customers, to conduct inspections - also at its and its suppliers' facilities where operations are based - to verify compliance with this Code of Conduct for Suppliers. Any inspection may only be conducted upon prior written notice from us, during regular business hours, in accordance with the applicable data protection law and shall not interfere with its business activities;
- bear the cost of a follow up inspection, if two or more critical issues are identified during the initial inspection and we require a follow up inspection;
- to allow us to terminate any or all agreements and/or purchase orders without any liability if (a) there is a material or repeated failure to comply with this Code of Conduct for Suppliers or (b) our right of inspection is denied or (c) it fails the follow up inspection; and
- to monitor the changes to this Code of Conduct for Suppliers published on our website on an annual basis and comply with such changes. We reserve the right to update this Code of Conduct for Suppliers from time to time to comply with the current best practices.

This Code of Conduct for Suppliers is subject to the substantive law in effect at the registered office of the WS Audiology company that is concluding the contract without reference to any of its conflict of law rules

To: [insert WS Audiology entity]

Declaration of the supplier

We have received a copy of your "Code of Conduct for Suppliers" and commit ourselves, in addition to our commitments set out in the supply agreements, to comply with its principles and requirements.

.....
Signature

.....
Date

Name:
Designation:
Company: [insert company's name]

This document must be signed by an authorised representative of the company and returned within 14 days of receipt.