



# **Code of Conduct Business Partners**

GETINGE ✱



## Responsible Business in Practice

"At Getinge we take our responsibility towards all our stakeholders, to customers, employees, authorities and the wider society seriously. For us responsible leadership is making sure that our words lead to action and that we consider the wider consequences from our business decisions. Our vision is to become the world's most respected and trusted MedTech company and you as our Business Partners play an integral part in making this vision a reality. We treat our business partners with respect and expect a mutual respect for our ethical principles.

This Code of Conduct, specifically directed to our business partners around the world, is an extension of Getinge's Code of Conduct. This Business Partner Code of Conduct describes the ethical principles and requirements you are expected to comply with when doing business with us. We believe that setting clear expectations on ethical business and responsible leadership is a prerequisite for a sustainable and fruitful collaboration.

Responsible leadership is about daily decisions and it is therefore critical that this Business Partner Code of Conduct is applied in reality, that compliance is monitored and continuous improvement undertaken. Responsible leadership starts with me and you as our business partners, every day."



**Mattias Perjos**

President and CEO Getinge

1 December 2021

## Availability

The latest version of the Business Partner Code of Conduct is published on Getinge's website.

[http://www.getinge.com/business\\_partner\\_code\\_of\\_conduct.pdf](http://www.getinge.com/business_partner_code_of_conduct.pdf)

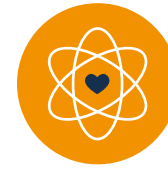


## Purpose

This Code of Conduct for Business Partners (the “Code of Conduct”) articulates Getinge’s commitment to responsible leadership and sets forth the business principles that Getinge expects all its Business Partners to comply with within the course of their business relationship with Getinge.

The Business Partner Code of Conduct applies to all Getinge Business Partners.

The term “Business Partner” covers all workers and entities that provide products or services to Getinge, or that are engaged or instructed to act for or on behalf of Getinge, such as e.g. suppliers (and sub-contractors if used while engaging with Getinge), consultants, distributors, agents and other representatives.



## Principles

Getinge is committed to work with the right Business Partners to support our business based on social responsibility, ethical, environmental and commercial aspects.

Getinge supports the United Nations Global Compact initiative, which is a strategic policy initiative for businesses that are committed to aligning with ten universally accepted principles for human rights, labor, environment and anti-corruption. We also support internationally proclaimed human rights, including Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. In addition we support the principles of the UK Modern Slavery Act which makes provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims.

## Table of Contents

<b>1. General Requirements</b> _____	<b>4.</b>	<b>3. Health and Safety</b> _____	<b>5.</b>	<b>5. Business Ethics</b> _____	<b>6.</b>
1.1 National Laws and Regulations _____	4.	3.1 Occupational Safety _____	5.	5.1 Anti-Bribery & Corruption _____	6.
<b>2. Human Rights and Labour</b> _____	<b>4.</b>	3.2 Emergency Preparedness _____	5.	5.2 Conflict of Interest _____	6.
2.1 Non-Discrimination, Equal Opportunities and Inclusion _____	4.	3.3 Accident/Incident Management _____	5.	5.3 Competition and Antitrust Laws _____	6.
2.2 Human Treatment _____	4.	3.4 Sanitation, Food, and Housing _____	5.	5.4 Trade Sanctions and Export Control _____	6.
2.3 Responsible Sourcing of Minerals _____	4.	3.5 Health and Safety Communication _____	5.	5.5 Data Protection _____	6.
2.4 Child Labour and Young Workers _____	4.	<b>4. Environment</b> _____	<b>6.</b>	<b>6. Management System</b> _____	<b>7.</b>
2.5 Forced Labour _____	4.	4.1 Precautionary Principle _____	6.	<b>7. Monitoring and Rights to Audit</b> _____	<b>7.</b>
2.6 Terms of Employment _____	4.	4.2 Resources, Emissions and Waste _____	6.	<b>8. Reporting Misconduct</b> _____	<b>7.</b>
2.7 Wages and benefits _____	4.	4.3 Chemicals _____	6.		
		4.4 Permits _____	6.		



## 1. General Requirements

Business Partners shall communicate and implement the requirements of this Code of Conduct or similar to their employees and business partners, and they shall monitor and promote its compliance.

### 1.1 National Laws and Regulations

Business Partners are expected to conduct their business in compliance with all applicable laws, regulations and standards in the countries in which they operate. If a topic is covered by both applicable national legislation and this Code of Conduct, then the higher regulation shall apply.

## 2. Human Rights and Labour

### 2.1 Non-Discrimination, Equal Opportunities and Inclusion

Business Partners shall not engage in any form of discrimination including, but not limited to gender, gender identity, race, ethnicity, religion, age, marital or parental status, disability, sexual orientation, nationality, political opinion, union affiliation, social background, HIV status, caste, veteran status or any other personal characteristics, disabilities or diversities protected by applicable law. Business Partners are expected to treat their employees with respect, dignity and common courtesy. Business Partners are encouraged to foster a culture of diversity and inclusion, and to provide equal opportunities for all its employees.

### 2.2 Human Treatment

Business Partners shall not accept the use of any form of corporal or physical punishment/harassment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to employees. Deductions from wages as a disciplinary measure shall not be permitted.

### 2.3 Responsible Sourcing of Minerals

Business Partners are expected to use only minerals and metals that have been extracted and traded in such a way that does not contribute to human rights abuses, unethical

business conduct (e.g. corruption), environmental damage or funding for conflicts.

Business Partners are expected to ensure transparency on the origin and that they and their suppliers exercise due diligence within their operations to ensure metals and minerals are responsibly sourced and traded.

### 2.4 Child Labour and Young Workers

Business Partners shall work to prevent all forms of child labour. Under no circumstances should employment be offered to a person younger than 15 years of age (or 14 where the national law so allows) or younger than the countries legal minimum age, if higher than 15.

If child labour is detected the wellbeing and social situation for the child needs to be prioritized and addressed including, but not limited to, working hours, schooling and healthcare, remuneration/compensation program.

Any young worker (under 18) should not be engaged in hazardous work conditions including work which is dirty, difficult or dangerous. Young workers also include students and apprentices being payed according to entry level workers' wages, performing equal or similar tasks.

### 2.5 Forced Labour

Business Partners shall not participate in, or benefit from any form of forced labour including debt bondage, involuntary prison labour, trafficking and other forms of modern slavery. Business Partners shall not require that workers hand over government-issued identification, passports, work permits or any other personal documents to be kept by the Business Partner as a condition of employment.

### 2.6 Terms of Employment

Business Partners shall guarantee that the terms of employment for the employees comply with all applicable legal requirements.

### 2.7 Wages and benefits

Business Partners shall ensure that, wages, including overtime compensation and benefits, equal or exceed the level required by applicable law. Getinge encourages consideration of the cost for meeting basic needs of the workers and their families, as part of defining wage levels.

## **2.8 Working Hours**

Business Partners shall comply with applicable legislation regarding working hours (including but not limited to overtime and overtime compensation) and rest rules. In addition, each employee shall not, on a regular schedule basis, be required to work a standard workweek of more than 48 hours per week or a total workweek of more than 60 hours (including overtime), except in extraordinary business circumstances. All workers shall be entitled to at least one day off in every seven-day (7) period.

## **2.9 Freedom of Association and Collective Bargaining**

Business Partners shall respect the freedom of their employees to lawfully form, join or exclude themselves from associations of their own choices concerning the relationship between the employer and the employees, and to bargain collectively, where permissible by local laws. Business Partners shall also ensure that employees are given the opportunity to discuss their working conditions with management without fear of retaliation.

# **3. Health and Safety**

Business Partners shall at all times provide and maintain a safe working environment that meets or exceeds global standards and national legislation. Business Partners should take appropriate action to monitor, report and prevent potential workplace accidents, incidents, near misses and illness.

## **3.1 Occupational Safety**

Business Partners shall provide and maintain a safe work environment and integrate health and safety management practices into its business in line with local laws and guided by recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health. Where hazards cannot be adequately controlled by these means, employees are to be provided with appropriate, well-maintained, personal protective equipment free of charge, and educational materials about risks to them associated with these hazards.

Employees shall have the right to refuse unsafe work and to report unhealthy working conditions. Reasonable steps shall also be taken to reallocate pregnant women and nursing mothers working with hazardous conditions to work with non-hazardous condition.

## **3.2 Emergency Preparedness**

Business Partners shall identify and assess potential emergency situations. For each situation, Business Partners shall develop and implement emergency plans and response procedures that minimize harm to life, environment, and property.

Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders and recovery plans.

## **3.3 Accident/Incident Management**

Occupational accidents, diseases and incidents shall be monitored. Business Partners shall have a system for employees to report health and safety incidents and near-misses, as well as a system to investigate, track, and manage such reports. Business Partners shall implement corrective action plans to mitigate risks, provide necessary medical treatment, and facilitate employees' return to work. First Aid supplies and medical assistance shall be available on each shift in case of accidents.

## **3.4 Sanitation, Food, and Housing**

The Business Partners' site(s) shall be equipped with basic humane standards such as clean drinking water, hygienic toilets and sufficient light, ventilation, and temperature. Employee dormitories provided by the supplier or a labour agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

## **3.5 Health and Safety Communication**

Business Partners shall provide employees that are exposed to dirty, difficult and dangerous work such as mechanical, electrical, chemical, fire, and physical hazards with appropriate information and training in the language of the employee or in a language the employee can understand for all identified workplace hazards.

Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by employees. Training shall be provided to all employees prior to the beginning of work and regularly thereafter.

Employees shall be encouraged to raise any health and safety concerns without retaliation.



## 4. Environment

Getinge Business Partners are expected to contribute to a sustainable society including a commitment to optimize the use of energy and natural resources of their business, minimize emissions and reducing the environmental impact of any waste handling in line with requirements of a recognized international standard such as ISO 14001.

### 4.1 Precautionary Principle

Getinge Business Partners are expected to whenever possible apply the precautionary principle, which means that they are expected to always take precautionary measures whenever there is reason to believe that a potential action may negatively impact the health or safety of a person, society or the environment.

### 4.2 Resources, Emissions and Waste

Business Partners shall implement actions and controls to reduce their use of energy, water, materials and substances in their value chain and in their products/services. Furthermore, all emissions to air, water and soil shall be identified and reduced to a minimum. Particularly, Business Partners are expected to monitor and reduce direct and indirect emissions of greenhouse gases as defined by the Greenhouse Gas Protocol.

Business Partners shall implement systematic waste handling management for wastewater, hazardous and non-hazardous waste. Oils, chemicals, batteries and other hazardous waste shall be kept separated from other waste and handled to avoid leakage into air, water or soil. Waste should be sorted to be re-used or recycled. Landfill deposits should always be avoided.

### 4.3 Chemicals

Business Partners shall have implemented methods, procedures and equipment to introduce, handle, label and store chemicals in a safe way. Business Partners shall work actively to limit and restrict their number of chemical products. They shall select chemicals with lowest possible health and environmental risk. Employees working with risk

chemicals shall always have updated and accessible instructions and special training regarding risk handling and emergency preparedness. Business Partners shall comply with REACH and RoHS directives.

Business Partners shall always provide Material Safety Data Sheets for all chemical products, when there is a risk that staff can be exposed to those chemicals.

### 4.4 Permits

Environmental permits shall be obtained according to local legal requirements, and environmental incidents shall be reported to local authorities and to Getinge.

## 5. Business Ethics

### 5.1 Anti-Bribery & Corruption

Getinge Business Partners are expected to conduct their business with honesty, fairness and integrity. Moreover, Getinge Business Partners, their employees or their subcontractors may not engage in, or tolerate, any form of bribery or corruption. Furthermore, Business Partners shall not pay, offer or promise to pay anything of value to a government official or a healthcare professional for the purpose of obtain or retain business or to induce, encourage or reward a decision. Such improper benefits may comprise cash, non-monetary gifts, monetary loans, pleasure trips, luxury goods or services and amenities of any other nature.

### 5.2 Conflict of Interest

Any situation that may involve a conflict of interest, or the appearance of a conflict of interest, between Getinge and its Business Partners shall be avoided.

### 5.3 Competition and Antitrust Laws

Business Partners shall comply with applicable competition and antitrust laws and regulations. This means, among other things, to not engage in price-fixing, market sharing, bid rigging or customer allocation. This also applies to the exchange of sensitive information or to any other conduct that unlawfully restricts or may restrict competition.

#### 5.4 Trade Sanctions and Export Control

Business Partners are required to comply with all trade sanctions and all relevant export control laws and regulations and ensure that goods are not exported in contradiction with the same, including but not limited to applicable national, European or U.S laws and regulations.

#### 5.5 Data Protection

Business Partners are expected to strive to protect fundamental human rights, such as the right to the privacy of individuals, and commit to follow applicable data protection laws and regulations and to proactively address and correct business practices that lead to, or potentially could lead to, violations of individual privacy and breaches of applicable data privacy laws.

### 6. Management System

Business Partners should have adequate management systems and controls in place to ensure compliance with the Code of Conduct or agreed equivalent standards. The functioning and quality of the Business Partner's management system should be in proportion to the size, complexity and risk environment of its business. Getinge Business Partners are encouraged to have or work towards a culture of continuous improvement in developing and implementing measures to ensure they align with the requirements set forth in this Code of Conduct.

### 7. Monitoring and Rights to Audit

Getinge Business Partners' compliance to this Code of Conduct will continuously be monitored by asking Business Partners to provide relevant information as well as be entitled to perform audits at Business Partners' premises or sites regarding Business Partners' proper fulfilments of the Business Partner Code of Conduct.

In case of deviations from the Code of Conduct and/or applicable laws and regulations are found, the Business Partners shall take corrective actions in accordance with, and in cooperation with Getinge, agree upon corrective

action plans. Lack of cooperation, repeated or severe violations to the Code of Conduct and/or applicable laws or regulations may result in a reduction in business and, ultimately, end to the business relationship with Getinge.

### 8. Reporting Misconduct

Getinge Business Partners are expected to offer all workers and external parties the possibility to file reports of any suspected or observed violations or non-compliance to law or this Business Partner Code of Conduct.

Getinge Business Partners shall define and implement a Whistleblower policy to support any member of their staff to safely express their concerns, to know who to contact and to know how to create a report.

The Whistleblower policy shall enable anonymous and confidential reporting, define a process for how the concerns are investigated and express a strict prohibition against retaliation for raising concerns.

The Whistleblower policy shall set roles and responsibilities for managing the concerns, including ensuring that adequate action is taken to investigate and remediate possible issues noted.

Concerns or inquiries can also be raised to the responsible Getinge purchaser or contact person.

The Getinge Speak-Up Line is available for all stakeholders to report suspected breaches of law or this Business Partner Code of Conduct.



**The Speak-Up Line**  
is available on Getinge internal  
and external webpages  
[www.getinge.ethicspoint.com](http://www.getinge.ethicspoint.com)

