

# ConvaTec Supplier Code of Conduct

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## I. PURPOSE

ConvaTec takes pride in its ability to provide superior products and services that make a difference in people's lives. It has built a reputation of being a highly ethical company based upon three guiding principles:

- We must never violate applicable laws or regulations;
- We must never put our employees, customers or patients at risk; and
- We must never do anything that may damage ConvaTec's reputation.

ConvaTec requires its suppliers to operate in a manner consistent with these principles and developed this Supplier Code of Conduct to assist suppliers in understanding and complying with our expectations.

## II. PROVISIONS

### 1. Compliance with all Applicable Laws

The Supplier shall conduct its business in compliance with all applicable laws and regulations of the countries in which it operates.

### 2. Anti-corruption

The Supplier shall work against corruption in all its forms, including extortion and bribery.

### 3. Respect for Human Rights

The Supplier shall seek to honour the principles of internationally recognised human rights wherever it operates and ensure that all of its employees are treated with dignity and shall not suffer harassment, physical or mental punishment or other forms of abuse.

### 4. Freedom of Association

The Supplier shall respect the right of employees to establish and join organisations which are designed to engage in collective bargaining and other initiatives to further and defend the interests of the workforce.

The Supplier shall not discriminate against employees for reason of membership of such an employee organisation.

### 5. Compulsory Labour and Human Trafficking

The Supplier shall prohibit all forms of modern slavery whether forced, compulsory or trafficked labour. Without limitation, the Supplier shall not engage sweatshop labour, convict labour or indentured labour under penal sanction and shall recognise the right of its employees to provide their services on an entirely voluntary basis.

## **6. Prohibition of Child Labour**

The Supplier shall adhere to and strictly comply with international child labour conventions and child labour laws and regulations in the countries in which it operates. It shall not employ anyone under the age of 16.

The Supplier shall not employ anyone under the age of 18 to perform work deemed to be “hazardous” under the definition provided by the International Labour Organisation 138 Concerning Minimum Age.

## **7. Health and Safety of Employees**

The Supplier shall put in place and maintain a management system designed to safeguard occupational health and the working environment of its employees. In particular, the Supplier shall take all steps reasonably practicable to prevent accidents or injury to health arising out of, or linked with the working environment and shall minimise and control all potential hazards.

## **8. Non-discrimination**

The Supplier shall strictly prohibit discrimination and harassment against any employee or any applicant for employment, whether such discrimination or harassment is based on sex, race, age, colour, ancestry, religion, belief, political opinion, ethnic origin, disability, sexual orientation, marital status or any other feature protected by law.

## **9. Environmental Protection**

The Supplier shall have and maintain a system of continuous improvement to reduce the environmental impact of its operations.

The Supplier shall prevent releases of hazardous materials into the environment and ensure its products do not contain restricted or prohibited materials.

### **III. COMPLIANCE AND MONITORING**

ConvaTec may monitor the Supplier operations to confirm Supplier compliance with this Supplier Code of Conduct. In which case, the Supplier shall permit access to ConvaTec or its appointed agents, to perform announced on-site assessments of the Supplier facilities or review available documentation or information (in whatever the medium). If ConvaTec reasonably determines that the Supplier has failed to comply with the Supplier Code of Conduct, the Supplier shall put in place a remediation plan which shall be agreed by ConvaTec.

ConvaTec reserves the right to terminate any relationship with a supplier where severe or repeated instances of non-compliance with this Supplier Code of Conduct are established.

Supplier accepts the provisions set out above and commits to implement them within its operations: