

THE AJ MEDICAL SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct version POL-AS20200831-02

Name of Supplier: Viamed Ltd.

(hereinafter referred to as the Supplier) will take notion of the below mentioned Supplier Code of Conduct and will confirm this code by signature at the end of the document.

AJ Medical strives to operate as sustainably as possible. The company works actively for environmental issues and social issues throughout the supply chain. The goods and services we provide must minimize the environmental impact and respect human rights. AJ Medical conducts business in a responsible way and in compliance with all applicable laws and regulations.

This Code of Conduct outlines the requirements and standards we set regarding social, ethical and business practices for our suppliers of products and services. This document covers general principles and the company's core values. It is expected that suppliers and sub-suppliers accept, observe and inform employees about this Supplier Code of Conduct. In the case of sub-contractors, the suppliers shall also in agreement with these subcontractors carry forward this Supplier Code of Conduct or at a minimum require that similar principles are acknowledged and implemented.

The purpose of this Supplier Code of Conduct is to set a minimum of standards and requirements in the areas of:

Business Ethics

Business between AJ Medical and the Supplier shall be conducted with the highest standards of integrity, in honesty and good faith with respect for the environment and the society. The Supplier shall comply with anti-trust laws and regulations. The Supplier is expected to be ready to declare all materials/substances used in the products delivered to AJ Medical. Business shall be conducted in a fair, transparent and ethical manner where Conflicts of Interest shall not occur. Supplier shall not in any way engage in any form of corruption or bribery. Confidentiality regarding information on AJ Medical shall be respected by the Supplier.

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Respect for Human Rights and Working conditions

The Supplier shall comply with the UN Universal Declaration of Human rights and ILO Conventions.

ILO core conventions:

- No. 29 Prohibition of forced and punitive work
- No. 87 Freedom of association and protection of the right to organize
- No. 98 The right to organize and negotiate collectively
- No. 100 Equal pay for equal work, regardless of gender
- No. 105 Abolition of forced labor
- No. 111 Discrimination in employment and professional practice
- No. 138 Minimum age for work
- No. 155 Occupational Safety and Health Convention
- No. 182 Against the worst forms of child labor
- No. 187 Promotional Framework for Occupational Safety and Health Convention

The cornerstones of the UN Guiding Principles on Business and Human Rights:

- The state's obligation to protect human rights
- Corporate responsibility to respect human rights, which means that their activities must not contribute to human rights violations and that companies must act to prevent such
- Opportunity to have one's case tried if the rights are not respected

UN Convention on the Rights of the Child, Article 32:

- Children have the right to be protected against financial exploitation and against work that is harmful or hinders the child's schooling.

Compliance with all applicable laws and regulations

The business of the Supplier shall always be conducted in compliance with all applicable international laws, treaties, restrictions and regulations.

Environmental Obligations

The supplier shall strive to encourage the development of environmentally friendly materials, technologies and products. The supplier continuously improves environmental performance and strives for the least possible resource consumption and emissions. The supplier strives to continuously improve both the equipment's functions but also its electricity consumption, manu-



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facturing materials, packaging size and materials as well as the possibility of reuse and recycling and has a holistic perspective regarding the environmental impact during the products life cycle. AJ Medical may at any time asses compliance to this Code of Conduct. If necessary, further dialogues regarding the requirements in this Code of Conduct would be held and AJ Medical also reserves the right to conduct an On-site audit, either through employees from AJ Medical or through a third party, review and follow up on action plans in the case of non-compliance.

In case of lack of cooperation, failure to address violations of the requirements in the AJ Medical Code of Conduct and/or not quickly enough implementing necessary corrective action plans could invoke the termination of business contracts between AJ Medical and the Supplier.

Name of Supplier: Viamed Ltd.

hereby confirms to have read, fully understand and apply the AJ Medical Supplier Code of Conduct.

Date: 15th May 2025

Name: Ryan Swaine

Job title: International Sales Manager

Signature: _____

