

Viamed Ltd

Code of Conduct

1. Introduction

Viamed Ltd is committed to conducting business with integrity, professionalism, and responsibility. This Code of Conduct sets out the ethical principles and standards that govern our relationships with customers, suppliers, employees, and all stakeholders. It applies to all staff, directors, and third parties working on behalf of Viamed.

2. Ethical Business Conduct

- We maintain zero tolerance toward bribery and corruption in accordance with the UK Bribery Act 2010.
 - All business interactions must be transparent, honest, and in line with our [Anti-Bribery and Corruption Policy].
 - Gifts, hospitality, and donations must never be used to improperly influence decisions.
 - Conflicts of interest must be declared and managed appropriately.
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3. Labour Standards & Human Rights

- We support and comply with the principles of the Modern Slavery Act.
 - All employees are entitled to fair wages, safe working conditions, and equal opportunity.
 - We prohibit all forms of forced labour, child labour, and discrimination.
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4. Health & Safety Commitment

- Viamed is committed to providing a safe, clean, and hazard-free working environment.
 - All staff undergo induction and training as per our [Health & Safety Policy].
 - Regular assessments and risk reviews ensure continual improvement.
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5. Data Protection & Confidentiality

- We comply with the UK General Data Protection Regulation (UK GDPR).
- All customer, supplier, and employee data is handled securely and confidentially.
- Internal systems (e.g. Intrastats) are monitored to ensure integrity and compliance.

6. Environmental Responsibility

- Viamed is committed to achieving Net Zero for Scope 1 & 2 emissions by 2030 and Scope 3 by 2050.
- We comply with WEEE, recycling, and hazardous waste regulations.
- Environmental responsibility is embedded in procurement, operations, and product lifecycle management.

7. Product & Service Quality

- Viamed maintains ISO 13485:2016 certification and adheres to strict quality management principles.
- Customer satisfaction and product safety are our core priorities.
- We operate a robust feedback, complaints, and vigilance system in accordance with our [Customer Complaints and Vigilance Policy].

8. Whistleblowing & Reporting Concerns

- All staff and external parties are encouraged to report unethical or illegal behaviour.
- We guarantee confidentiality and protection from retaliation for whistleblowers.

9. Declaration of Compliance

Viamed Ltd requires all employees, contractors, and partners to comply with this Code of Conduct. Supporting policies are available upon request.

For further information or to report a concern, please contact:

Compliance Team

compliance@viamed.co.uk