

Viamed Ltd – Supplier Code of Conduct (2026)

Last reviewed: January 2026

Next review: January 2027

All suppliers, subcontractors and service providers working with Viamed Ltd are expected to uphold the following standards as a condition of doing business with us. These requirements apply to the supplier's own operations and, where applicable, throughout their supply chains.

1. Legal Compliance and Ethical Business Practices

Suppliers must comply with all applicable laws and regulations, including those relating to labour, health and safety, environmental protection, product safety, data protection and business conduct.

Bribery, corruption, fraud, facilitation payments or improper inducements of any kind are strictly prohibited. Any conflicts of interest must be declared immediately.

2. Human Rights and Modern Slavery Prevention

Viamed Ltd operates a zero-tolerance approach to modern slavery and human rights abuses.

Suppliers must ensure that:

- Forced labour, bonded labour, child labour, human trafficking and exploitation are strictly prohibited
- All work is conducted on a voluntary basis
- Workers have freedom of movement and the right to terminate employment
- Employment terms are provided in writing and clearly understood

Suppliers must ensure that:

- No worker pays recruitment fees
 - No worker is subject to debt bondage or financial coercion
 - Recruitment agencies operate legally and ethically
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3. Fair Working Conditions

Suppliers must provide fair pay that meets or exceeds legal minimums or industry standards, whichever is higher.

Working conditions must include:

- Reasonable working hours
- Adequate rest periods

- Respectful treatment of all workers

There must be zero tolerance for harassment, discrimination, abuse or intimidation.

4. Health, Safety and Wellbeing

Suppliers must provide a safe and healthy working environment, including:

- Appropriate training
- Risk assessments
- Safe equipment and protective measures

Incidents must be recorded, investigated and addressed through corrective actions.

5. Environmental Responsibility

Suppliers are expected to minimise environmental impact by:

- Reducing waste, emissions and resource use
- Managing hazardous substances responsibly
- Promoting recycling and sustainable practices

Where possible, suppliers should support carbon reduction and net zero initiatives.

6. Product Quality and Traceability

Suppliers must ensure that all products:

- Meet required safety and regulatory standards
- Are manufactured in compliance with applicable laws

Suppliers must maintain traceability of materials and, where possible, provide visibility of sub-tier suppliers.

7. Diversity, Inclusion and Fair Opportunity

Suppliers must ensure equal opportunity and prohibit discrimination based on gender, race, age, disability, religion, sexual orientation or background.

Employment decisions must be based on merit and capability.

8. Reporting and Whistleblowing

Suppliers must provide mechanisms for workers to raise concerns confidentially and without fear of retaliation.

Any suspected breaches of this Code — including modern slavery, unethical conduct or safety concerns — must be reported to Viamed Ltd promptly.

9. Continuous Improvement and Cooperation

Suppliers agree to:

- Work collaboratively with Viamed Ltd to improve ethical and sustainability performance
 - Address any identified issues through corrective action plans
 - Demonstrate progress where improvements are required
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10. Compliance, Monitoring and Review

Compliance with this Code forms part of supplier approval and ongoing review processes.

Viamed Ltd reserves the right to:

- Request evidence of compliance
- Conduct supplier reviews or desktop assessments
- Require corrective action plans where necessary

Failure to comply with this Code, or failure to address identified issues, may result in suspension or termination of the business relationship.

11. Acknowledgement

Suppliers may be required to confirm acceptance of this Code of Conduct and demonstrate alignment with its principles.

This Code of Conduct is communicated to suppliers as part of onboarding and ongoing supplier review processes.

Approved by:



Derek Lamb
Managing Director
Date: January 2026