

## **Supplier Code of Conduct**

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 must be met not only within the supplier's direct operations but, where applicable, throughout their own 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**

Forced labour, bonded labour, child labour, human trafficking or exploitation in any form are not tolerated. All workers must be employed voluntarily with freedom of movement and the right to terminate employment. Employment terms must be provided in writing and understood by workers.

### **3. Fair Working Conditions**

Suppliers must ensure fair pay that meets or exceeds legal minimums or industry standards, whichever is higher. Working hours must be reasonable, with appropriate rest periods. Workers must be treated with dignity and respect, with zero tolerance for harassment, discrimination or abuse.

### **4. Health, Safety and Wellbeing**

Suppliers must provide safe working environments, appropriate training and necessary protective equipment. Risks must be assessed and mitigated, with a clear process for accident reporting and corrective action.

### **5. Environmental Responsibility**

Suppliers should actively minimise waste, emissions and resource use. Hazardous substances must be controlled and disposed of responsibly. Where possible, suppliers should use renewable energy, reduce packaging, promote recycling and work towards net-zero commitments.

### **6. Product Quality and Traceability**

Products and materials supplied must be safe, compliant and manufactured to agreed standards. Suppliers must maintain transparent records of origin, including sub-tier suppliers where applicable. Upon request, suppliers must provide evidence of sustainability credentials, certifications or carbon data.

### **7. Diversity, Inclusion and Fair Opportunity**

No worker should face discrimination based on gender, race, age, disability, religion, orientation or background. Recruitment and promotion must be based on skills and merit. Suppliers are encouraged to provide opportunities for local employment and vulnerable groups where possible.

### **8. Reporting and Whistleblowing**

Suppliers must maintain channels for employees to raise concerns confidentially without fear of retaliation. Any suspected breaches — including bribery, labour abuse or safety issues — must be reported to Viamed Ltd immediately. Cooperation in investigations is expected.

**9. Continuous Improvement and Cooperation**

Suppliers agree to work collaboratively with Viamed Ltd on sustainability, ethical sourcing and modern slavery risk reduction. Where gaps are identified, suppliers must be willing to provide corrective action plans and demonstrate progress.

**10. Right of Review**

Viamed Ltd reserves the right to request evidence of compliance or conduct desktop audits where appropriate. In cases of serious non-compliance or failure to remediate, business relationships may be suspended or terminated.