

## Ferdinand Medical Global Supplier Ethical Trading Guidelines

### 1. Labor Practices:

- Suppliers must uphold the prohibition of forced labor and child labor, ensuring all employment is voluntary and compliant with legal working age requirements.
- Respect the right of workers to freely associate, join labor unions, and engage in collective bargaining.

### 2. Fair Compensation:

- Ensure that wages and benefits provided to workers meet or exceed legal minimums and are in line with industry standards.
- Implement transparent compensation practices, promoting fairness and equity.

### 3. Working Conditions:

- Maintain reasonable working hours in compliance with legal standards and industry norms, prioritizing a healthy work-life balance.
- Provide a safe and healthy work environment, implementing measures to prevent accidents and exposure to health hazards.

### 4. Non-Discrimination and Diversity:

- Prohibit discrimination based on race, gender, age, religion, sexuality, disability, or any other protected characteristic.
- Promote equal opportunities for all employees and foster a diverse and inclusive workplace.

### 5. Environmental Responsibility:

- Suppliers should adopt environmentally sustainable practices, minimizing the ecological impact of operations.
- Comply with environmental laws and regulations, and actively work towards reducing the environmental footprint.

### 6. Supply Chain Transparency:

- Maintain transparency in the supply chain, disclosing relevant information on social, environmental, and labor practices.
- Regularly assess and audit suppliers to ensure compliance with ethical guidelines.

### 7. Continuous Improvement:

- Encourage suppliers to continually assess and enhance their ethical, social, and environmental performance.
- Foster a culture of responsibility and accountability throughout the supply chain.

### 8. Ethical Sourcing:

- Suppliers should source materials responsibly, ensuring they are not linked to human rights abuses, environmental degradation, or unethical practices.
- Collaborate with suppliers who share a commitment to ethical standards.

### 9. Community Engagement:

- Encourage suppliers to engage positively with local communities, respecting cultural values, and contributing to social development.
- Support initiatives that benefit the communities where operations are located.

These guidelines aim to establish a framework for ethical business conduct, promoting responsible practices and fostering a sustainable, inclusive, and ethical global supply chain for **Ferdinand Medical**

## Ferdinand Medical's Supplier Ethical Guidelines Evaluation Questionnaire

### 1. Forced Labor and Child Labor:

- Are you as a company aware of and do you comply with our guidelines regarding forced labor and child labor?
- How do you as a company ensure that all employment is voluntary, and that the employees meet the legal working age?

### 2. Freedom of Association and Collective Bargaining:

- As a company do you actively support your employees in their right to organize professionally?
- As a company, have you established mechanisms for dialogue and negotiation with employee representatives?

### 3. Fair Remuneration:

- How do you as a company ensure that wages and benefits meet or exceed legal minimum levels?
- Are the company's compensation practices transparent, and how do you as a company assess their fairness?

### 4. Reasonable Working Hours:

- How do you as a company limit the working hours of your employees in accordance with legal standards and industry norms?
- As a company, do you have policies to ensure a work-life balance?

### 5. Safe and Healthy Work Environment:

- How do you as a company maintain safety and health in the workplace?
- What measures have you implemented to prevent accidents and injuries?

### 6. Non-Discrimination:

- How do you as a company promote equal opportunities and prevent discrimination in the workplace?
- As a company do you have policies in place to deal with harassment and discrimination?

### 7. Environmental Sustainability:

- What steps do you take as a company to minimize the environmental impact of your activities?
- Do you as a company comply with local environmental laws and regulations?

### 8. Supply Chain Transparency:

- How do you as a company ensure transparency in your supply chain regarding social and environmental practices?
- As a company, do you conduct regular assessments of your suppliers' compliance with ethical guidelines?

### 9. Continuous Improvement:

- How do you as a company continuously work to improve ethical, social, and environmental performance?
- As a company, have you implemented systems to measure and monitor the company's progress?

Your collaboration with **Ferdinand Medical** is essential to us, and we appreciate your honest feedback to ensure compliance with our ethical guidelines.