



## Code of Conduct for suppliers

Vingmed respects the UN and ILO conventions mentioned below and operate according to the Code of Ethical Business Practice issued by Eucomed. We expect our suppliers to adhere to the same principles.

Our suppliers (contract partners) shall respect the fundamental social demands in their business.

All products must be manufactured in conditions in accordance with:

- ILO eight fundamental conventions numbers 29, 87, 98, 100, 105, 111, 135,138, 154 and 182
- UN Convention on the Rights of the Child, article 32
- all work related health and safety legislation in the manufacturing country
- the labour law, including legislation on minimum wage and the relevant social security Insurance, in the manufacturing country

### HUMAN RIGHTS

The supplier shall respect human rights as defined by the United Nations.

### PRINCIPLES AND RIGHTS AT WORK

#### National legislation

The legislation for the country in which the supplier is active shall always be followed and defines the minimum requirements for labour conditions. If the national legislation places higher demands than those of the ILO conventions, or the UN Universal Declaration of Human Rights, then the national legislation must be followed.

#### The abolition of child labour (ILO 138 and 182)

Child labour, as defined by the ILO convention, is not permitted. If child labour does exist, the supplier company is responsible for the development of socially and economically sustainable alternatives to child labour (for example education).

#### The elimination of forced labour (ILO 29 and 105)

The use of forced- or compulsory labour is not accepted.

#### The elimination of discrimination (ILO 100 and 111)

Discrimination based on ethnicity, sex, religion, social background, handicap, political opinion or sexual orientation must not occur.

#### Decent wages and working hours

Wages shall be paid directly to the employee on time and in full. Lowest acceptable salary level is the minimum wage according to national legislation.



Weekly working hours must not exceed the legal limit, and overtime work shall always be paid.

Freedom of association and collective bargaining (ILO 87,98,135 and 154)

In countries where the freedom of association is limited or in development, the supplier will ensure that employees can meet with the company management to discuss salaries and working conditions without negative consequences.

**ENVIRONMENT**

The supplier shall strive to reduce energy- and resource consumption as well as waste and emissions to the atmosphere, ground and water. Chemicals shall be handled in a way that is safe for humans and environment.

**HEALTH AND SAFETY**

The supplier shall provide a safe working environment, which complies with international standards.

Employees shall be informed of any health risks that are associated with their work. All employees shall have access to and use the appropriate safety equipment.

**INSPECTION**

By signing this document the CEO/authorized signatory assures that the supplier, and any subcontractor used, comply with the content of this document.

The signature gives us the authority to, through inspections or equivalent, verify the obedience of the items covered in this document.

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Company name

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Signature

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Date

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Name