

RAUMEDIC as an independent, family-run company has always been aligning its strategy for long term goals and sustainable principles.

In this context the procurement function plays a major role. As interface to our suppliers it has to ensure that ecological, economical and social aspects are also followed along the supply chain in line with RAUMEDIC's sustainability targets, not only within RAUMEDIC but also in the business relationship with our suppliers.

RAUMEDIC reckons the adherence of the social, ecological and economical standards as laid out on the following page as a basic requirement for a successful cooperation with suppliers. In the interest and for the protection of RAUMEDIC and its partners, we reserve the right to check the fulfillment of those standards and to take actions up to legal steps if necessary upon non-fulfillments.

The supplier accepts this Sustainability Agreement and the standards below which are based on internationally recognized principles and conventions like UN Global Compact.

RAUMEDIC binds its direct suppliers to also communicate these requirements and standards within their supply chain.

## **A) HUMAN RIGHTS**

The adherence to international human rights is self-evident for us.

RAUMEDIC suppliers have to respect and support the protection of international human rights within their area of influence. Also, RAUMEDIC suppliers are required to oppose any form of discrimination based on e. g. race, ethnic origin, gender, religion, faith, creed, ideology, disability, age, sexual identity or other individual-related characteristics, based on applicable laws.

## **B) LABOUR NORMS**

### **Ban on child labour:**

Child labour must not be used in any case. RAUMEDIC suppliers are required to adhere to the recommendations of the UN Global compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)) regarding minimum age for employing children.

### **Wages and social benefits, working hours:**

Remuneration and payment, social benefits and working hours need to adhere to the valid applicable laws and industry standards.

### **Free choice of employment:**

Forced labour is not permitted. The employees must have the right to cancel the employment contract observing an appropriate timeline. Employees cannot be forced to surrender their passport, ID or work permits as a pre-requirement for employment.

### **Dialogue:**

Workers have to be able to communicate openly about work conditions with company management without having to fear disadvantages of any kind.

**Health and safety:**

It is the duty of the employer to maintain work safety and health protection in the work environment. At the very least, national laws and standards need to be adhered to.

**C) INTEGRITY AND COMPLIANCE**

**Opposing corruption:**

As a general rule, RAUMEDIC does not bribe third parties and will not be influenced by being offered off-topic advantages and expects such behaviour also from its partners and suppliers.

RAUMEDIC suppliers are obliged to stand up against any kind of corruption, including black mail, bribery, and embezzlement.

**Conflict-free Raw materials:**

The supplier obliges to avoid the usage of so-called conflict minerals by all means necessary. This mainly concerns raw materials sourced in the Democratic Republic of Congo and its surrounding countries. Basis is Section 1502 of the Dodd-Frank-Act of the SEC from July 2010.

The term “conflict minerals” refers to the following substances: Coltan, Niobium, Tantalum, Tin, Gold, Tungsten as well as derivatives thereof.

**Anti Trust Law / prohibition of price agreements:**

Non-competitive behaviour, e. g. price fixing, dividing up market segments or other breaches of competition laws that impair free competition, is prohibited.

**D) ENVIRONMENTAL STANDARDS**

**Environmental responsibility:**

Companies need to act preventative regarding environmental protection, take initiatives to increase environmental responsibility as well as support environmental friendly technologies.

**Environmentally friendly production:**

During all phases of the production processes an optimal environmental protection has to be warranted. This includes a proactive proceeding, to avoid the consequences of accidents that may have a negative effect on the environment. Special importance lies on the application and further development of energy and water saving technologies, affected by the application of strategies to reduce emissions, recycling and reconditioning.

**Environmentally friendly products:**

All products along the supply chain need to adhere to the environmental protection standards of the applicable industry and market segment. A separate handling management is to be implemented for dangerous goods, so these will be handled, transported, stored, reprocessed, re-used and recycled safely.