



## CODE OF CONDUCT FOR SUPPLIERS TO THE **PARI** CORPORATE GROUP

- In a history that now spans more than 100 years, the PARI corporate group has been transformed from a small-scale manufacturing business into a world-renowned specialist in respiratory therapy.

PARI's vision is to offer innovative products for comprehensive respiratory care.

This is reflected in our comprehensive portfolio of innovative products and services.

At the same time, we wish to maintain cooperative relationships built on partnership and trust, and an ethical approach to doing business along the entire value added chain.

For this reason, we expect you as our business partner to trade with us in accordance with the principles of our code of conduct.

- It is important to us that you treat your employees with dignity and respect, regardless of their ethnic origin, sex, social status, nationality, beliefs or sexual orientation. The internationally applicable **human rights** must be observed and applied at all times.

The statutory **labour rights** of your employees must not be violated.

Your employees must be paid **fairly** and **commensurately with performance**.

Payment should be at least equal to the wage structure that normally applies in their respective countries, or if a statutory minimum wage rate exists in the country, this must be observed without exception.

**Employee protection** must be assured. Any potential threat to the **safety** and **health** of your employees must be eliminated or at least minimised by the implementation of appropriate measures. Moreover, steps should be taken to improve the safety of your employees if possible, and promote their health. In this respect, all laws and regulations applicable in the respective country must be observed.

We will **not tolerate any use of forced or child labour**.

The provisions of conventions 105 (Abolition of forced labour), 138 (Minimum age for admission to employment) and 182 (Worst forms of child labour) of the International Labour Organization (ILO) are imperative.

- Any form of **bribery, corruption, blackmail, acceptance or granting of advantage** is unacceptable.

In view of the preceding, you are requested not to make gifts to our employees. This also includes invitations to events that are not directly associated with our business relationship and may have the appearance of attempts to exercise influence. In this regard, inappropriate hospitality of excessive luxury is also undesirable.

- **Protection of the environment** is also an important consideration for us.

As a supplier to the PARI group of companies, you will assume responsibility for environmental conservation and take corresponding steps according to applicable standards to contribute to the protection of your environment. Potential encroachment or damage must be avoided or at least minimised by targeted action.

- A further consideration of great importance to us is **animal protection**.

We expect that you will not cause any animals unnecessary suffering, pain or injury. However, should this be unavoidable, every attempt must be made to minimise the negative effects for the animals. Above all, any forms of experimentation on animals should be replaced with alternative methods to the greatest degree possible.

By recognising this code of conduct, you demonstrate that you are a trusted business partner as a supplier to us. You also confirm to us that you will ensure that these principles are communicated to your employees and subcontractors and that they will also conduct themselves similarly.

We further reserve the right to check that this code of conduct has been implemented and observed in your enterprise in the course of supplier audits or by independent third parties.

If we become aware that you are neglecting the contents of this code of conduct, this will negatively affect your annual supplier evaluation and, depending on the severity of the violation, possibly the continuation of our business relationship as well.

**As a supplier to the PARI group of companies, we herewith confirm that we are aware of and will observe this code of conduct:**

Firm: .....

Place: ..... , dated .....

Name: ..... Position: .....

Sign: .....