

Supplier Guidelines of medi GmbH & Co.KG



Preamble

As one of the world's leading manufacturers of medical aids, medi GmbH & Co. KG, together with all companies belonging to the medi Group (hereinafter referred to as "medi" or "we"), is committed to ecologically, socially and societally responsible corporate governance. We always strive to optimize our corporate actions in terms of sustainability and social role model function and expect the same from our suppliers.

These Supplier Guidelines set out the minimum requirements that we expect from our suppliers and further sub-suppliers along the supply-chain.

These Supplier Guidelines form the basis of the cooperation between medi and its suppliers.

1. Compliance with laws and regulations

These Supplier Guidelines are based on national laws and regulations as well as international conventions, such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the international labor standards of the International Labor Organization, industry standards and all other relevant legal provisions, whereby in case of doubt, the regulations that impose the stricter requirements are to be applied.

2. Product quality

Medi's success is especially based on the highest quality standards and the constant endeavor to develop new products, technologies and therapy concepts and to improve existing products. To this end, medi invests heavily in research and development, state-of-the-art production and the continuous training and further education of its employees. Accordingly, medi expects its suppliers to base their operational organization on these principles.

3. Protection of intellectual property

Medi guarantees its suppliers the protection of their intellectual property and the careful handling of their sensitive information. Similarly, suppliers ensure that data provided by medi is treated confidentially and only used within the scope of the business relationship.

4. Requirements for suppliers

4.1 Social responsibility

The supplier recognizes the basic rights of its employees and undertakes to always comply with them. Its employees shall be treated with dignity and respect in accordance with the understanding of the international community. The supplier shall comply with the following minimum provisions:

- **Exclusion of forced labor and slavery**
All work must be without compulsion. We condemn any form of servitude, slavery, exploitation or other forms of domination in connection with the performance of work. Employees must be given the opportunity to terminate their employment relationship at any time.
- **Prohibition of child labor**
We condemn all forms of child labor. We expect our suppliers not to employ people who have not yet reached the age at which compulsory schooling ends according to the law of the place of employment. Under no circumstances may the age of employment be less than 15 years.

- **Fair remuneration**

Employees must be remunerated appropriately. If a minimum wage is prescribed, this must be paid and if this is not sufficient to cover living expenses, the supplier is obliged to pay its employees a wage that covers at least their basic needs. Deductions from wages as a punitive measure are not permitted. The basis of remuneration shall be communicated to employees by means of a payslip.

- **Respect for land rights**

We condemn all forms of unlawful eviction and support the ban on the unlawful seizure of land, forests and bodies of water whose use secures the livelihood of others.

- **Engagement of security forces**

We expect our suppliers not to commission and deploy private or public security forces if, due to a lack of instruction or control on the part of the company, freedom, life or limb are violated or the freedom of association and union is impaired when the security forces are deployed.

- **Fair working hours**

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is voluntary and does not exceed 12 hours per week. The weekly working time may not regularly exceed 48 hours. At least one day off per working week must be granted.

- **Freedom of association and the right to collective bargaining**

The supplier respects the right of employees to freedom of association, to join trade unions, to form employee representative bodies and to be members of such bodies in accordance with the locally applicable laws.

- **No discrimination**

Any form of discrimination against employees is prohibited. This applies, for example, to discrimination based on gender, race, caste, skin color, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of every individual are respected by the supplier. Employees must be able to live and communicate openly within their working environment without fear of reprisals or harassment.

- **Health protection, safety in the workplace**

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against workplace-related accidents and damage to health. In addition, employees are informed and trained on applicable health and safety standards and related measures on a regular basis. Employees are provided with access to sufficient drinking water, access to clean sanitary facilities and work at an appropriately tempered and ventilated workplace.

4.2 Ecological responsibility

The supplier undertakes to counteract any pollution (including noise and odor emissions) of the environment (soil, air, water) within its sphere of influence. The supplier undertakes to comply with all applicable environmental laws (including international conventions), regulations and industry standards, such as requirements relating to the treatment and discharge of industrial wastewater, controlled air emissions, recycling, treatment and disposal of chemicals and waste, environmental permits and environmental reports. The fulfillment of other requirements made by medi (for example in the form of product specifications) remains unaffected.

4.3 Ethical business conduct

In addition to the ethical and humanitarian requirements set out above, all business activities must be based on the highest standards of integrity towards medi and third parties. Any form of bribery, corruption, extortion, price fixing, or unfair competition must be avoided.

4.4 Communication and implementation

The supplier shall communicate these Supplier Guidelines to its employees and take appropriate measures to ensure that the conditions are properly implemented and permanently complied with.

4.5 Dealing with suppliers and subcontractors

The supplier must also communicate the contents of these Supplier Guidelines to its agents, subcontractors and suppliers, together with the obligation to impose a corresponding obligation on any other third parties in the downstream chain. Any violations in the subcontractor chain may be considered as the supplier's own violations if the supplier has failed to take suitable and reasonable measures to ensure compliance. If the supplier is subject to the Supply Chain Duty of Care Act, it must independently ensure compliance with it and provide medi with information on request.

5. Verification and consequences of possible non-compliance

In order to verify compliance with the requirements, laid down in these Supplier Guidelines, the supplier shall, at the written request of medi itself or, instead, at the request of a supplier, allow an impartial external auditor commissioned by medi to inspect the processes in place at the supplier for compliance these Supplier Guidelines and their implementation (hereinafter referred to as "auditing"). The purpose of an audit is also to determine whether any violations are properly recorded, analyzed and, if necessary, improved. In the case of an external auditor, medi is entitled to inspect the audit report summarizing the audit. Any deficits identified during the audit must be rectified immediately. Any infringements identified or improvements not made (also, with subcontractors) may lead to warnings and/or delivery stops or, in serious cases, to termination of the business relationship (with-out notice).

6. Whistleblower portal

Should there be a violation of regulations or laws in connection with our business activities, for example regarding the manufacture of our products, the creation, procurement or further processing of their materials, etc., this can be reported via www.medi.de/meldesystem or via compliance@medi.de. We will then address the issue and take appropriate remedial action. If the report is not already made anonymously, the greatest possible discretion will be maintained. We strive for continuous improvement and therefore expressly encourage the use of our reporting channels.

7. Miscellaneous

Medi will regularly review these Supplier Guidelines and make changes where necessary or appropriate. A current version of the Supplier Guidelines is available on the medi homepage at www.medi.de.

These Supplier Guidelines or compliance with it does not establish any rights for the supplier vis-à-vis third parties. The Supplier Guidelines supplement the legal agreements or contracts between the suppliers and medi, where necessary, but does not replace them.

Medi may take a breach of these Supplier Guidelines as an opportunity to terminate the business relationship, including all associated supply contracts, following an unsuccessful warning.

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Three handwritten signatures in blue ink are shown. From left to right: Gerhard Kolb, Philipp Schatz, and Marcus Weihermüller.

Gerhard Kolb
CEO
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