



Swedish Hospital Supply AB

Code of Conduct

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Swedish Hospital Supply, SHS AB has drawn up a Code of Conduct, embodying the company's core values. Suppliers and sub-suppliers are expected to accept and observe this Code. In circumstances not covered by the Code, the principles underlying the Code shall apply.

- **Compliance with all applicable laws and regulations**

SHS AB shall always conduct its business in accordance with all applicable (international) treaties, laws, operational regulations and restrictions. SHS AB interprets and applies them in accordance with what may reasonably be expected. Where provisions are absent or unenforced, SHS AB acts in the spirit of this Code. SHS AB actively pursues a policy of preventing violations of applicable rules and regulations.

- **Conducting business ethically**

Business will be conducted with integrity. SHS AB act in good faith, responsibly, competently carefully, and with respect for the environment and society. There will be no payments, services, gifts or other advantages offered or given to any SHS AB employee or third party which are intended to influence the way in which the SHS AB employee or third party goes about his or her duties. Similarly, SHS AB will not offer or give such payments, services, gifts or other advantages to any customer, agent, supplier or employees.

SHS AB should prohibit Bribery in all business transactions that are carried out either directly or through third parties, specifically including subsidiaries, joint ventures, agents, representatives, consultants, brokers, contractors, suppliers or any other intermediary under its effective control.

SHS AB should prohibit Bribery in any form, including on any contract payment or portion of a contract payment, or by any means or channels to provide improper benefits to customers, agents, contractors, suppliers or employees thereof.

- **Respect for human rights**

The SHS AB supports and complies with the United Nations' Universal Declaration of Human Rights. No employee shall suffer harassment, physical or mental punishment or other forms of abuse. SHS AB upholds the spirit of the Universal Declaration of Human Rights in respecting the rights of employees, the communities in which the supplier operates and those with whom the supplier does business. SHS AB seeks to work only with other suppliers that uphold the same.

- **Antitrust Policy**

The SHS AB is fully committed to compliance with the antitrust and competition laws, which are designed to promote free and open competition in the marketplace. The antitrust law regulates i.a. routine business decisions involving prices and price-fixing, terms and conditions of sale and dealings with competitors.



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- *Requirements relating to working and environmental conditions*

This code of conduct is based on internationally acknowledged UN and ILO conventions and sets out a minimum standard. The employment legislation applicable to the place of production shall be respected. Where national laws and regulations cover a topic that is also dealt with in this code of conduct, the higher standard shall apply.

- 1. Freely Chosen Employment (ILO Conventions Nos. 29 and 105)*
- 2. Freedom of Association and the Right to Collective Bargaining (ILO Conventions Nos.87, 98, 135 and 154)*
- 3. No Child Labour (UN Convention on the Rights of the Child, ILO Conventions Nos. 138,182 and 79, and ILO Recommendation No. 146)*
- 4. No Discrimination (ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)*
- 5. No Harsh or Inhumane Treatment*
- 6. Safe and Hygienic Working Conditions (ILO Convention No. 155 and ILO Recommendation No. 164)*
- 7. Wages (ILO Convention No. 131)*
- 8. No Excessive Working Hours (ILO Convention No. 1 and 14)*
- 9. Providing Regular Employment SHS AB refers the supplier to further reading on www.ilo.org.*

- *Conditions outside the workplace*

- 1. Consideration for Marginalized Populations*

1.1. Production and extraction of raw materials for production shall not contribute to the destruction of the resources and income base for marginalized populations, such as in claiming large land areas or other natural resources on which these populations are dependent.

- 2. Protection of the Environment*

2.1 Environmental measures shall be taken into consideration throughout the production and distribution chain ranging from the production of raw material to the consumer sale. Local, regional and global environmental aspects shall be considered.

2.2 National and international environmental legislation and regulations shall be respected.

Verification

SHS AB is committed to comply with the principles presented in this policy document. Suppliers and partners are required to follow this Code of Conduct as well.