


<b>Appendix to the quality manual</b>			
<b>Title: Sustainability Code</b>			
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## Sustainability Code of HygCen Germany GmbH

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## 1. Preamble

Medical technology is indispensable for people's health care. When testing medical devices and disinfectants, the livelihoods of all people must be kept in mind and human rights must be comprehensively respected and ensured.

The aspect of sustainability is of great importance for the healthcare industry and medical technology care. This Code takes into account the essential legal regulations that are associated with it from a social, ecological and economic point of view, as well as the corporate organizational structures ("governance") required for this purpose. It is intended to provide HygCen Germany GmbH with orientation in sustainability issues and at the same time to clarify HygCen Germany GmbH's understanding of sustainability to business partners.

In the context of social sustainability, we state that we have a significant influence – directly or indirectly – on the living conditions of our employees as well as our service providers and customers. We strive to identify the influences of our corporate behavior on these groups of people and to avoid or, where not possible, at least limit negative effects.

Ecological sustainability means that we use the natural foundations of life and resources in the exercise of our economic activities as far as possible only to the extent that they are actually needed. We also strive to conserve natural resources, for example in the use of products and the (re)recycling of substances, provided that this does not have a negative impact on the unrestricted functionality and availability of medical devices for patients.

Economic sustainability stipulates that the economic activity and goals of our company take into account other criteria, such as environmental and social aspects, in addition to the principle of making a profit.

When designing our governance, we take into account that it can contribute to safeguarding environmental and social concerns and that it has the necessary control measures on the part of the responsible corporate bodies.

In implementing this Sustainability Code, we are guided in particular by the following three basic principles:

- In accordance with the principle of equality, we advocate for the granting of indiscriminate access to medical devices and related health services that is not linked to origin, social status or comparable characteristics for which they are not responsible, such as disabilities or other physical limitations. On the other hand, this principle also applies in the context of working conditions, so that comparable facts may not be treated differently without a good reason. In particular, remuneration should not differentiate according to gender.
- In accordance with the priority principle, we are committed to the priority of the careful use of resources (Reduce – Reuse – Recycle) and the establishment and adherence to efficient processes where this makes economic sense.
- Under the precautionary principle, we take preventive measures to avoid or minimise negative environmental and social impacts of our economic activities.

## 2. Scope and principles

### 2.1. Scope

This Sustainability Code obliges HygCen Germany GmbH and its affiliated companies in Germany.

If individual sustainability-related requirements are not legally binding for our company, for example because we do not exceed a certain size threshold, we nevertheless make reasonable efforts to achieve the respective underlying sustainability goals.

### 2.2. Selection of third parties

This Code also applies to us within the limits of the law if we commission third parties to design or carry out the activities covered by this Code for us. We will carefully select and screen these third parties, provide them with reasonable notice of their obligations under this Code and require them to comply with them in writing. They should work appropriately to ensure that other natural or legal persons with whom they work (e.g. joint venture partners, licensees) also comply with the minimum standards laid down in the Code.

We will work to ensure that the dependent companies affiliated with us also comply with the obligations under this Code.

### 2.3. Characteristics of sustainability

We are of the opinion that a long-term and as comprehensive sustainability as possible of our actions can only be achieved if we not only strive for economic aspects in the sense of mere profit maximization, but also include social and ecological aspects in our corporate decisions.

### 2.4. Human Rights Policy Guidelines

HygCen Germany GmbH respects all internationally recognized human rights standards, i.e. at least the International Charter of Human Rights and the Declaration on the Fundamental Principles and Rights in the Work of the ILO.

The expectations of this policy apply to our employees as well as to our suppliers.

## 3. Social sustainability

### 3.1. Compliance with occupational health and safety obligations

Compliance with the occupational health and safety obligations applicable at the place of employment, in particular to reduce the risk of accidents in the workplace, to prepare for and respond to potential emergency situations and other work-related health risks, is essential for us as a manifestation of the precautionary principle. For this reason, we provide our employees with the necessary protective equipment, protective measures and safe workplaces. We comply with the applicable working time laws to protect our employees from physical and mental fatigue. Our company is committed to ensuring that our direct suppliers also comply with the applicable occupational health and safety obligations and appropriately address compliance with them along their own supply chains.

Weekly working hours, including overtime, may not exceed 60 hours, except in exceptional circumstances and in cases where this is permitted by national law and collective agreement. Overtime is paid at a rate of at least 125 percent of the normal wage rate. Every worker, including migrant workers, is granted at least three weeks of paid leave per year and at least 14 weeks of maternity leave for women in connection with the birth of a child. In a seven-day period, the employee has at least one day of rest or, where permitted by national law, two days of rest in each 14-day period.

Hazards are eliminated and occupational health and safety risks are reduced by applying the hierarchy of protective measures. The ranking of the protective measures is as follows:

- 1) elimination of the hazard/risk;
- 2) Replacing hazard/risk with less hazardous processes, workflows, materials or equipment;
- 3) Control of the hazard/risk at the source by means of technical protective measures or organisational measures;
- 4) Minimizing hazard/risk through the design of safe work systems, including administrative safeguards;
- 5) where residual hazards/risks cannot be controlled by collective action, providing appropriate personal protective equipment, including clothing, free of charge, and implementing measures to ensure its use and maintenance.

Workers are consulted and involved in the development, implementation and evaluation of the occupational health and safety management system. Internal audits are conducted at regular intervals to ensure that the occupational health and safety management system complies with organizational policies and procedures and is effectively implemented and maintained.

### **3.2. Promoting diversity and inclusion**

We are committed to an appreciative, inclusive and equitable working environment that reflects the individual and collective diversity of our employees. The needs of all employee groups within the company as well as the needs of customers are taken into account as far as possible in business decisions.

### **3.3. Non-discrimination**

In accordance with the principle of equality, we condemn any form of discrimination based on sex, ethnic origin, language, caste, nationality, religious or political belief, physical or mental disability, health status, age, marital status, sexual orientation, gender identity, trade union membership or any other characteristic protected by applicable law. Economic decisions are made free of any discrimination. This applies to recruitment, remuneration, promotion, access to training and benefits.

### **3.4. Payment of an appropriate and equal wage**

The payment of the minimum wage applicable at the respective place of employment is the basis of every employment relationship. Equal work should be remunerated equally for all genders, in accordance with the applicable law and the principle of equality, if it is carried out under the same circumstances. The salary may not be withheld by the employee.

### **3.5. Freedom of association**

Our company recognizes freedom of association. This includes, in particular, the freedom of our employees to organise and participate in trade unions and the right to form works councils in accordance with applicable law.

This is not a reason for discrimination or retaliation. Employees may be represented at the workplace, including by a trade union delegate. They have the right to strike and bargain collectively. Employees are free to elect their own representatives or to assemble independently and freely in parallel.

### **3.6. Prohibition of slavery, forced and child labour**

Any form of slavery, child labor and forced labor is strictly prohibited. We take all necessary steps to eliminate all forms of slavery, child and forced labour in our own business areas. We are working to address this ban appropriately and effectively in our supply chains.

The employment of children under the age of 15 is excluded.

We do not charge recruitment fees from our employees. There is no obligation to pay a deposit with us or any recruiter before or during employment. Our employees can terminate their employment at any time without penalty in compliance with the statutory notice period. Neither our company nor any recruiters working with us retain our employees' salaries, benefits, property or original identification documents (ID card, passport and birth certificate). All employees are allowed to leave the company premises during the non-working period and at the end of the shift. Each employee receives an employment contract in a language he understands, in which the working conditions, including wage rates and working hours, are clearly regulated.

### **3.7. Prohibition of harassment and abuse**

Any form of harsh or inhumane treatment in the workplace, including bullying, physical or verbal abuse or discipline, threats of physical abuse, sexual or other harassment, and other forms of intimidation are prohibited.

## **4. Environmental sustainability**

### **4.1. Resources**

We continuously strive to make all our activities and business processes as resource-efficient as possible. We implement economically sensible opportunities for improvement in an appropriate manner, e.g. the miniaturization of test procedures.

### **4.2. Reduction in CO2 emissions**

Our company is committed to a continuous reduction in CO2 emissions generated in our own building as well as to the gradual transition to renewable energies. We obtain our electricity entirely from regional wind power, have installed intelligent thermostats on the radiators and create a CO2 balance.

### **4.3. Waste reduction and recycling**

We are constantly working to minimise waste in our own operations and our environmental impact. The priority principle applies, i.e. "Reduce" over "Reuse" before "Recycle". Furthermore, we will work towards the use of reusable and/or recycle products, insofar as this is legally permissible, possible from a sterility point of view and economically sensible. The safety of patients and users is the top priority. We strictly separate waste that cannot be avoided.

### **4.4. Prevention of environmental pollution**

Within the framework of applicable law, our company minimizes any form of environmental pollution, such as harmful soil changes, water and air pollution or noise emissions that impair the natural basis for the preservation and production of food, deny people access to fresh drinking water or otherwise damage the health of humans and animals.

## **5. Economic Sustainability and Governance**

### **5.1. Responsible corporate governance and strategy**

In our business decisions, we take the basic idea of sustainability into account.

Our company is developing a strategy for the effective, internal implementation of the goals of this Sustainability Code. This strategy contains, where relevant, concrete measures to ensure that our corporate structure is in line with this Code.

In order to enable effective and efficient implementation of the sustainability goals set out in this Code, we regularly review our internal company processes and management processes by means of sustainability reporting.

A sustainability team has been set up for this purpose.

## 5.2. Sustainable and transparent supply chains

We are aware that a long-term sustainable service can only be achieved if the entire supply chain is also sustainable. Although we are not covered by the Supply Chain Due Diligence Act, we strive to comply with and pass on the principles accordingly. In particular, we communicate our sustainability-related expectations to our direct suppliers and take sustainability-related aspects into account when selecting direct suppliers.

## 6. Final provisions

### 6.1. Regular analysis of progress

Compliance with this Sustainability Code and its effective implementation is a priority for our company. Therefore, we will regularly review the progress in implementing the Code by means of a sustainability report.

### 6.2. Entry into force

This Sustainability Code applies from 27.11.2023

## History

Version	Edition	Content of the amendment	Activity
001	26.08.2024	Original – English version	-