



medmix Code of Business Conduct for Providers of Commercial Services ("Providers")

medmix group maintains a compliance program requiring all medmix group companies to behave ethically and in a compliant manner, and all medmix employees to declare their adherence to the medmix Code of Business Conduct in writing. The Providers delivering to medmix should commit themselves and ensure that their organizations and sub-suppliers will also act in line with the ethics and compliance standards applied by medmix.

Provider therefore commits to follow the principles set out below when supplying goods or performing services for a medmix group company:

Provider shall

- Comply with all applicable laws, rules, statutes and regulations, including but not limited to all applicable anti-corruption, anti-bribery, antitrust, competition (including unfair competition), and criminal laws
- Respect the 10 Principles of the UN Global Compact, such as but not limited to not using child or forced labour, respect internationally proclaimed human rights, not discriminate in respect of employment, act responsibly regarding the environment, and actively work against corruption in all forms, including extortion and bribery
- Respect the personal dignity, privacy and rights of each individual and prohibit behaviour that is coercive, sexual, threatening, abusive or exploitative
- Act in compliance with the requirements of all applicable export laws, including but not limited to respecting the obligation of obtaining all required authorizations or licenses for the export or re-export of any goods or technology. Without limiting the generality of the foregoing, Provider hereby represents and warrants that neither Provider nor any person performing services for medmix on behalf of Provider has been or is currently debarred, suspended or otherwise prohibited or restricted from exporting, re-exporting, receiving, purchasing, processing or otherwise obtaining any goods or technologies regulated by any agency having jurisdiction.
- Grant medmix access to relevant documents in case of reasonable suspicion of violation of this Code of Business Conduct for Providers of commercial services and provide medmix transparency and cooperation.
- Agree on on-site visits and audits executed by medmix or external service providers in case of suspicions of violation of this Code of Conduct
- Inform medmix without delay in case of deviations to this code of conduct within own business or of a sub-supplier.
- Grant medmix the right to terminate the collaboration and all respective agreements in case Provider does not implement corrective actions in case of breaches of this code of conduct



Additional provisions, including but not limited to provisions related to ethics and compliance, may be agreed upon between Provider and medmix.

Place, Date _____

Full name and address of Provider _____

Legally binding signature(s) of Provider _____

Printed Name (s) _____