

Sterisets International B.V. has drawn up a Code of Conduct, embodying the company's core values. Our management, employees, 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

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

Conducting business ethically

Business will be conducted with integrity. Sterisets will act in good faith, responsibility, 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 of customers' employees or third party, which are intended to influence the way in which Sterisets or its customers go about his or her duties. There will be no actual or attempted money laundering.

Respect for Human Rights

Sterisets 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. Sterisets upholds the spirit of the Universal Declaration of Human Rights in respecting the rights of its employees, the communities in which we operate and those with whom we do business. Sterisets seeks to work only with suppliers that uphold the same.

Antitrust Policy

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

Conflicts of interest

Employees must avoid situations in which their personal interests could conflict, or even appear to conflict, with the interests of any of the involved parties. Conflicts of interest arise when an individual's position or responsibilities present an opportunity for personal gain of profit separate and apart from that individual's earnings from the company or where the employee's interests are otherwise inconsistent with interests of the company. Among others outside employment or personal financial interests have a great potential for conflicts of interest. If the employee knows, or reasonably should know, that a personal interest may be in conflict with the interests of the company, the employee must consult the company in advance.

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 Labor** (*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.**

Sterisets refers 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

Sterisets is committed to comply with the principles presented in this policy document. All our suppliers are required to follow this code of Conduct.