

CODE OF CONDUCT

SMP+ Cardio

2022 | APRIL

SMP+ Cardio



OVERVIEW

As a company, we define sustainability as follows:

- conduct business in a socially responsible and ethical manner
- have a clear code of conduct
- protect the environment and people
- support human rights and engage in, learn from and respect the people we work with

All employees and hired consultants take into account our company's social responsibility and code of conduct described in this policy and apply this in their daily work.

GOALS

This document should illustrate our sustainability work and our code of conduct and should be seen as a living document that describes our way of working and how we constantly adapt to new requirements and standards in our industry.

WORK ETHIC, TRANSPERANCY AND ANTI-BRIBERY

SMP+Cardio conducts its business in an open, honest and ethical manner.

SMP+Cardio does not accept any form of bribery or corruption and always chooses suppliers who have a clear policy regarding this.

SMP+Cardio encourages all partners, employees, consultants and suppliers to take part in our Code of Conduct, which is available digitally on our website.

ENVIRONMENT, HEALTH AND SAFETY

We care about the health and safety of our employees, consultants and customers. SMP+Cardio provides a safe and healthy work environment and will not endanger the health and safety of any individual. All employees are responsible for contributing to a safe working environment, for promoting safe working methods and for working in an environmentally responsible manner.

SMP+Cardio believes that protecting resources is the key to a sustainable environment and strives to integrate this into all business decisions. We have an Environmental Policy with goals that are evaluated and set annually. It is officially available on our website.

RELATIONS

SMP+Cardio will always clearly, honestly and respectfully engage with all stakeholders.

SMP+Cardio strives for meaningful dialogue with its stakeholders; customers, employees, suppliers, shareholders, partners and authorities.

We as a Distributor and Authorized Representative are registered in EUDAMED with SRN SE-IM-000014179 and SRN SE-AR-000014301.

EMPLOYEES

SMP+Cardio must ensure that employees are treated fairly, with dignity and with regard to their goals and ambitions.

SMP+Cardio applies fair working methods, makes no gender differences and provides equal opportunities in all aspects regarding employment contracts, regulated working hours, trade union freedom, wage setting, holiday rights and employment conditions and does not tolerate illegal behavior in the workplace, including discrimination, threats or harassment.

Our Staff Manual is available at the workplace both physically and digitally for all employees.

HUMAN RIGHTS

SMP+Cardio believes that governments have the primary responsibility for promoting and protecting human rights.

SMP+Cardio will not tolerate human rights violations and will not engage in or participate in any activity that encourages or encourages human rights violations. SMP+Cardio will always strive to build trust and show respect for human rights and human dignity in all relationships, including respect for the cultures, customs and values of individuals and groups.

SMP+Cardio stands behind and always chooses suppliers and partners who respect and meet the following requirements:

- UN Universal Declaration of Human Rights
- UN Convention on the Rights of the Child, Article 32
- The ILO's eight core conventions on forced labor, child labor, discrimination, freedom of association and the right to organize (Nos. 29, 87, 98, 100, 105, 111, 138 and 182)
- Manufacturing country's labor law regarding salary, working hours, leave and working environment
- Manufacturing country's environmental protection legislation
- UN Convention against Corruption

All suppliers are always obliged to inform us that they comply with these requirements before cooperating.

SMP+Cardio reserves the right to visit manufacturers' factories and reserves the right to appoint an independent third party to carry out inspections to ensure compliance.

If we discover that any of our suppliers do not comply with these requirements, we will immediately terminate our cooperation with the supplier and cancel all orders.

SOCIAL RESPONSIBILITY

SMP+Cardio wants to contribute to the development and quality of our society by supporting innovative programs in health, education and research.

SMP+Cardio will strive to create employment and financial opportunities in the area in which we operate.

COMPLIANCE

This document is evaluated annually.

All contract terms with manufacturing suppliers are followed up before each contract period and evaluated before they are renewed. The evaluations are based on the original agreed terms regarding quality, durability, volumes and price.

The suppliers confirm their policies and certificates and that they are renewed in due time before they expire.