

# Brasseler.

Medizintechnik made in Lemgo.



Code of Conduct  
for business partners of the Brasseler Group.





## Introduction

Gebr. Brasseler GmbH & Co. KG and its affiliated companies are committed to compliance with all relevant laws and regulations, respect for human rights and ecologically and socially responsible corporate governance on the basis of Brasseler's corporate values.

Our employees observe the principles of ecological, social and ethical conduct, which are an integral part of our corporate culture. We strive to improve our business activities as well as our products and services in a sustainable manner, and our business partners can make a significant contribution to this. We expect our business partners to unconditionally respect human rights and to be committed to ecological and social responsibility - this also includes observing these principles in their own supply chain.

This Code of Conduct forms the basis for cooperation with our business partners. As our business partner, you undertake to fulfil the principles and requirements of the Code of Conduct and to ensure that these standards are also observed by subcontractors.

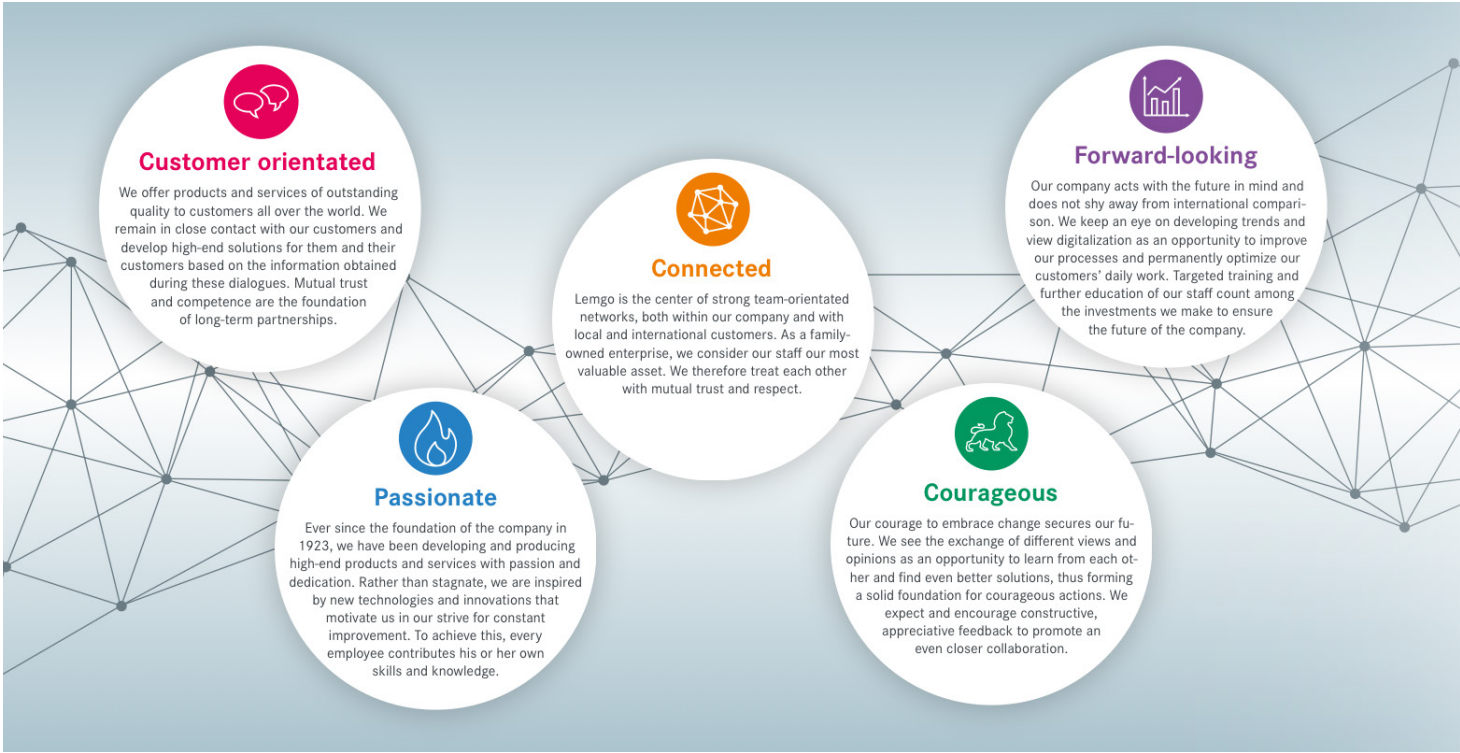
The provisions of this Code of Conduct are based on national laws and directives as well as international regulations and conventions, including the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights and the international labor standards of the International Labor Organization.



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# Our values.

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As at January 2025

<b>1</b>	<b>Introduction</b>	<b>3</b>
<b>2</b>	<b>Requirements to be met by our business partners</b>	<b>7</b>
<b>2.1</b>	<b>Compliance with legal provisions</b>	<b>7</b>
<b>2.2</b>	<b>Social responsibility</b>	<b>8</b>
2.21	No forced labor	
2.22	Ban on child labor	
2.23	Fair remuneration	
2.24	Fair working hours	
2.25	Freedom of association	
2.26	Prohibition of discrimination	
2.27	Health and safety at the workplace	
2.28	Complaint mechanisms	
2.29	Dealing with conflict materials	
<b>2.3</b>	<b>Ecological responsibility</b>	<b>14</b>
2.31	Waste water and air emissions	
2.32	Raw materials and natural resources	
2.33	Energy	
<b>2.4</b>	<b>Ethical business conduct</b>	<b>16</b>
2.41	Special responsibility of market participants in the healthcare sector	
2.42	Fair competition	
2.43	Confidentiality and data protection	
2.44	Corruption	
<b>3</b>	<b>Implementation of the requirements</b>	<b>21</b>
<b>4</b>	<b>Acknowledgement and consent of the business partner</b>	<b>21</b>

# The contents.





## 2. Requirements to be met by our business partners

We expect our business partners to comply with the following principles both in their own business area and within the business partner's supply chain (direct and indirect suppliers).

Our business partners are obliged to inform us if their business activities have a negative impact on human rights and environmental issues that affect the provision of services provided to us.

In addition to complying with the specific requirements set out in this Code of Conduct for business partners, the business partner must refrain from doing anything that could lead to a similarly serious infringement of protected legal positions.



### 2.1 Compliance with legal provisions

The business partner undertakes to comply with all legal provisions and other regulations that apply to him.





## 2.2 Social responsibility





## 2.2.1 No forced labor

All work must be voluntary and employees must be able to terminate their work or employment contract at any time. Any form of forced labor, slave labor or comparable work is prohibited.

Furthermore, employees must not be subjected to unacceptable treatment, e.g. corporal punishment, psychological hardship, sexual or personal harassment.

No security services/security forces may be deployed if this endangers the life and limb of employees and restricts their freedom of association.



## 2.2.2 Ban on child labor

Child labor may not be used in any phase of the service provision. The business partner is obliged to comply with the recommendations of the ILO conventions on the minimum age for the employment of children.

According to these specifications, the age should not be less than the age at

which compulsory schooling ends and in any case not under the age of 15.

The rights of young employees must be protected, in particular by complying with the special protective regulations issued for their protection in the respective country.





## 2.2.4 Fair working hours

Working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it complies with statutory or collectively agreed regulations. Days off must be granted in accordance with the relevant statutory or collectively agreed regulations, and the weekly working hours may not exceed the maximum limit stipulated by law or collective agreement.

## 2.2.3 Fair remuneration

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. If the remuneration is not sufficient to cover the normal living expenses in the respec-

tive country of employment and to build up a minimum level of reserves, the business partner is obliged to increase the remuneration accordingly. Employees must be granted all legally prescribed benefits.

Deductions from wages as a punitive measure are not permitted. The business partner must ensure that employees regularly receive clear, detailed written information on the composition of their remuneration.



## 2.2.5 Freedom of association

The business partner respects the right of employees to freedom of association, to join trade unions, to appeal to labor representatives or to become members of works councils in accordance with the applicable legal provisions in the respective country.



## 2.2.6 Prohibition of discrimination

Discrimination against employees in any form is prohibited. This includes in particular the prohibition of discrimination on the grounds of gender, race, caste, skin color, disability, political conviction,

origin, religion, age, pregnancy or sexual orientation.

The dignity, privacy and personal rights of each individual are fully respected.



## 2.2.8 Complaint mechanisms

The business partner undertakes to set up an effective complaints mechanism. Justified complaints must not lead to negative consequences for the complainants.

## 2.2.7 Health and safety at the workplace

The business partner is responsible for creating a safe and healthy working environment for his employees. By establishing and applying appropriate occupational safety systems, necessary

precautionary measures are taken against accidents and health hazards that may arise in connection with the work. In addition, employees are regularly informed about applicable health

and safety standards and measures and are trained accordingly. Employees are given access to sufficient quantities of drinking water and to clean sanitary facilities.



## 2.2.9 Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the business partner shall establish processes in accordance with the guidelines of the

Organization for Economic Co-operation and Development (OECD) for the fulfillment of due diligence to promote responsible supply chains for minerals from conflict-affected and high-risk

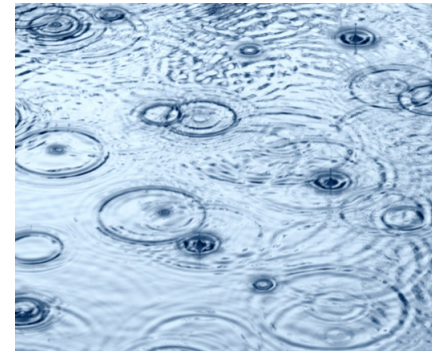
areas and expects the same from his suppliers. Smelting and refining without appropriate, audited due diligence processes must be avoided.



## 2.3 Ecological responsibility

Ecological responsibility is a matter of high priority. International agreements such as the Minamata Convention on Mercury, the PoPs Convention on the Treatment of Persistent Organic Pollut-

ants and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal are known to our business partners and complied with.



### 2.3.1 Waste water and air emissions

Waste water from operational procedures and production processes must be typified, monitored, checked and, if necessary, treated prior to discharge, disposal or release. In addition, measures have to be introduced to reduce the generation of waste water and emissions.

## 2.3.2 Raw materials and natural resources

The use and consumption of resources during the provision of services and the generation of waste of any kind, including water and energy, have to be reduced or avoided altogether, either

directly at the source or through compensatory measures. This can be done by appropriate processes and measures, for example by making changes to the production and maintenance processes

or other workflows, through the use of alternative materials, through economies or by recycling or using recyclable materials.



## 2.3.3 Energy

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimize energy consumption. This includes the use of renewable energy.



## 2.4 Ethical business conduct





## 2.4.1 Special responsibility of market participants in the healthcare sector

Market participants in the healthcare sector have a special responsibility. The high benefit of the products and services as well as patient safety are essential elements in this market environment. Decisions made by healthcare professionals regarding the treatment of patients must be based solely on the well-being and interests of the patient.

Extraneous considerations and incentives must not be allowed to influence treatment-related decisions. Our business partners are therefore obliged not to grant any extraneous incentives in the course of their business dealings with healthcare professionals that could have an impact on possible treatment decisions. In doing so, the respective

national legal regulations on co-operation with healthcare professionals must be observed. Only those actions and incentives are permitted that are not prohibited under national regulations.



## 2.4.2 Fair competition

The principles of fair competition must be observed in the course of the business activities. This includes compliance with the relevant competition and anti-trust regulations. Anti-competitive agreements and arrangements with competitors, suppliers, customers or other third

parties and the abuse of a dominant market position are prohibited. The business partner shall ensure that no information that is sensitive under competition law is exchanged in an unauthorized manner.



## 2.4.3 Confidentiality and data protection

The exchange and handling of sensitive information is an integral part of any cooperation between business partners. The business partner undertakes to protect confidential information to an appropriate extent and at least in accordance with the relevant legal regulations.

This obligation applies both to the protection of personal data and to the protection of business secrets of the business partner's contractual partners with which the business partner might come into contact in the course of its activities. Confidential and personal data information in particular must be pro-

tected in such a way that no unauthorized access is possible and that it is only processed in accordance with its intended purpose.



## 2.4.4 Corruption

The highest standards of integrity must be applied to all business activities. The business partner must consistently comply with and enforce the prohibition of all forms of bribery, corruption, blackmail and defalcation.

Appropriate processes for monitoring and enforcing the legal requirements must be used to ensure compliance





### 3. Implementation of the requirements

The business partner shall identify risks in relation to the aforementioned requirements at his own premises and in his own supply chain and take appropriate measures to minimize these risks.

The business partner verifies compliance with the requirements listed in this document by means of a self-assessment questionnaire, which is made available to the business partner and must be completed in full within the deadline specified in this context. This may be waived if relevant and recognized certifications on CSR topics are available and can be verified.

In the event of violations of the Code of Conduct, the business partner agrees that we may carry out or arrange for audits to be carried out at the operating sites with regard to remedial measures for violations.

If the business partner fails to meet the above requirements, we are entitled to take appropriate measures, which may ultimately lead to a suspension or termination of the contractual relationship.

Business partners are obliged to set up internal reporting systems so that employees and third parties can report

concerns with regard to compliance with laws, social standards, the environment and ethics. If any reports may have an impact on Gebr. Brasseler, the business partner must inform Gebr. Brasseler without delay.

To report incidents, suggestions or complaints, please get in touch with your direct contact person or write to: [esg.brasseler@brandi.net](mailto:esg.brasseler@brandi.net).

### 4. Acknowledgement and consent of the business partner

Business partners are obliged to comply with the requirements and principles contained herein and to integrate them into their business processes.

Business partners confirm that the requirements and principles contained herein are effectively communicated in

their essence to employees, agents, subcontractors and suppliers and ensure that compliance with them is guaranteed.



# Brasseler.

Gebr. Brasseler GmbH & Co. KG  
Trophagener Weg 25 · 32657 Lemgo  
Postfach 160 · 32631 Lemgo · Germany

Telefon +49 (0) 5261 701-272  
Telefax +49 (0) 5261 701-130  
personal@brasseler.de  
www.brasseler.de  
www.vollbrasseler.de

