



Sustainable Supplier Policy and Code of Conduct

Vision

Innovia Medical aspires to be one of the world's most trusted sources for specialty single-use surgical equipment and sterile processing services. Achieving this vision requires a robust sustainability policy, aligned with our core values of Integrity, Teamwork, Excellence, Commitment, and Respect.

Sustainability Principles

We are committed to embedding sustainability throughout our operations and supply chain.

Key areas being:

- Conduct business with responsibility, integrity, and respect, maintaining high ethical standards.
- Provide a safe, healthy, and fair workplace.
- Generate economic value by enhancing our offerings to customers.
- Respect the environment, collaborating with customers and suppliers to improve product environmental profiles over their full life cycle.
- Make a positive impact in the communities where we operate.

These are applied across our supply chain to maximize long-term benefit.

Responsible Procurement Policy

Mission

Innovia Medical strives to drive a sustainable business. Responsible procurement is essential to this mission, ensuring our supply chain is transparent and meets minimum standards for health and safety, human rights, ethics, and the environment.

Policy Principles

This policy applies to all goods and services supplied to Innovia Medical by our immediate suppliers and their respective supply chains. Our Responsible Procurement Policy has the following principles:

We expect our suppliers to uphold the following:

- **Health and Safety:** Adopt management practices that ensure a high level of safeguarding for workers.
- **Fair Business Practices:** Adhere to ethical standards and fair business practices as outlined in the Innovia Medical Code of Conduct.
- **Environmental Protection:** Maintain effective policies and procedures to manage environmental impact.
- **Human Rights:** Develop and implement policies to promote and protect human rights, encouraging their suppliers to do likewise.
- **Local Community Development:** Contribute to the social, economic, and institutional development of their operating communities.

Due Diligence and Compliance

Suppliers must always comply with the most demanding requirements—local laws, international standards, or this policy. While on Innovia Medical sites, all contractors and supplier employees must adhere to relevant laws and site-specific standards.

Supplier Code of Conduct

1. Health and Safety

- Suppliers must ensure robust health and safety management for all workers and contractors. Zero harm is our standard, and all personnel on Innovia Medical sites must comply with site health and safety requirements, which may require additional certification.

2. Fair Business Practices

- Avoid unfair trade practices and eliminate bribery, fraud, and corruption.
- Refrain from illegal gifts or donations to government agencies.
- Conduct business with honesty, integrity, and transparency.
- Ensure compliance with tax laws and regulations.
- Avoid conflicts of interest and protect confidential information.
- Refrain from money laundering and supporting armed groups.
- Comply with United Nations sanctions and avoid financing conflict.

3. Environmental Protection

- Continuously improve environmental performance and set targets.
- Monitor and at best minimize greenhouse gas emissions.
- Use resources efficiently and monitor water use and discharges.
- Consider product stewardship, including re-use and recycling.
- Report environmental performance and respect biodiversity.
- Develop closure plans for facilities to protect health and the environment.

4. Human Rights

- Develop policies to prevent human rights abuses, especially in high-risk regions.
- Avoid child and forced labor.
- Provide a safe, harassment-free workplace.
- Respect freedom of association and collective bargaining.
- Prohibit discrimination and abusive disciplinary practices.
- Comply with legal working hours and fair compensation standards.

5. Local Community Development

- Engage with affected communities early and ensure ongoing dialogue, including with minorities.
- Support community development throughout project lifecycles.
- Prevent adverse impacts on women and children in local communities.
- Collaborate with authorities and organizations to protect vulnerable groups.
- Respect indigenous rights and support local development initiatives aligned with the United Nations Sustainable Development Goals.

Policy Review and Continuous Improvement

This policy will be reviewed periodically to ensure it meets our sustainability targets and supports our vision of being the global benchmark for value creation and corporate citizenship. We expect all suppliers to adopt similar policies and work with us to implement a framework, promoting transparency and long-term sustainable relationships.

Contact:

For concerns or to report non-compliance, suppliers should contact Innovia Medical.