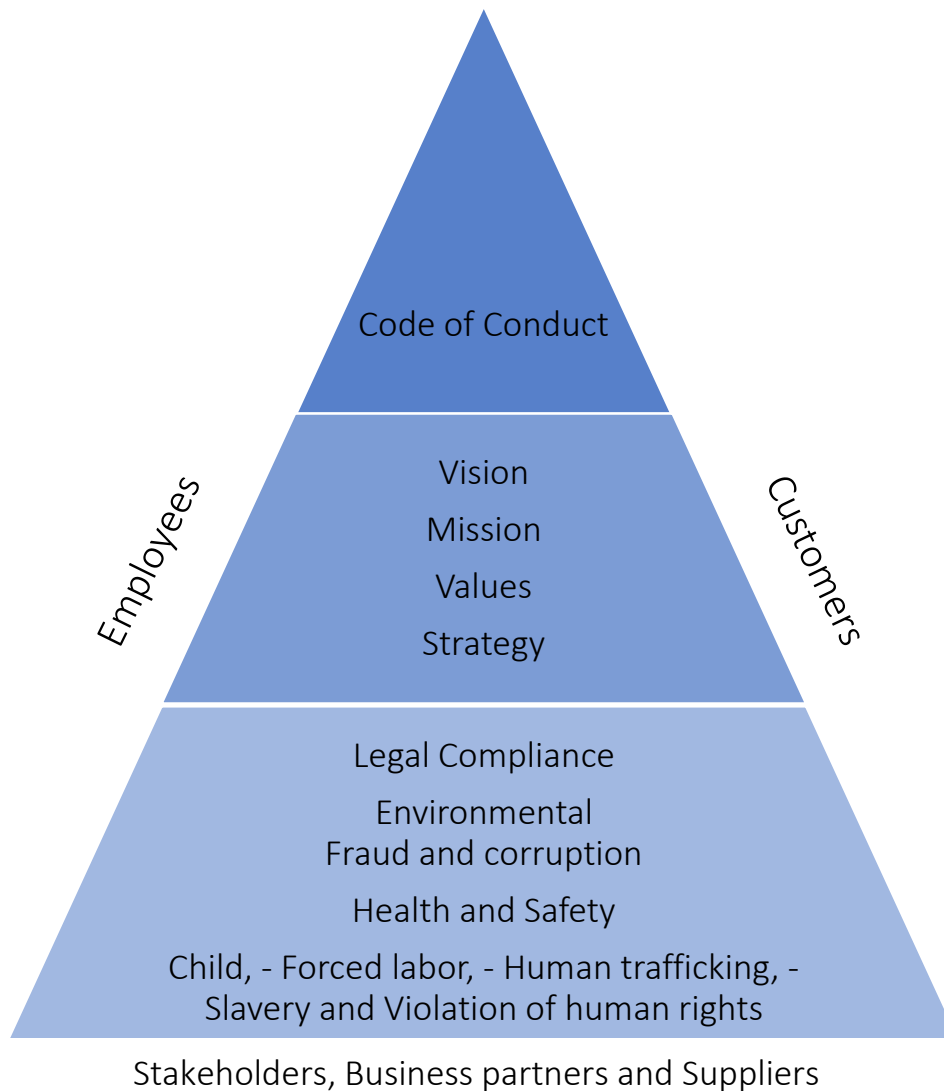


## The Mermaid Medical Group – Code of Conduct



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### Introduction

**The Mermaid Medical Group VISION:** *“Within our business we strive to be the preferred partner who sets the standard for the best”*. In order to do so we need to have high skilled employees and do business with professional suppliers and business partners.

**The Mermaid Medical Group MISSION:** *“With competence and in cooperation with experts, we supply quality products and service for the benefit of the hospital sector and partners”*. We continually try to find the best business partners and suppliers in order to provide the best medical devices possible for our customers.

**The Mermaid Medical Group VALUES:** *“Engagement” – “Honesty” – “Ambitious” – “Joy of work” – “Respect”*. We value our employees, treat them with respect and dignity, and do our best to provide decent working conditions and working environment. We strongly believe that all employees should have working goals and responsibility on all levels within the organization in order to fulfill our Company goals and strategy.

### Legal Compliance

Our suppliers and business partners must comply with all applicable national and international laws and industry standards. Mermaid Medical Group monitor this continuously by performing external audits at important suppliers and by evaluating relevant suppliers and business partners based on input from questionnaires, through communication and market feedback.

Mermaid Medical Group is ISO 13485, MDSAP, Canadian MDR SOR/98-282, CE certified according to MDD/93/421 EEC, and FDA registered as well and work closely together with the industry and authorities in order to reach best practice of medical devices and therefore we continuously update our Quality Management System and technical documentation.

## **Environmental**

It is our goal that our products and services are designed, developed, manufactured, storage, sold and distributed in such a way that our employees and environment are protected the best way possible throughout the lifecycle of our products.

We will continuously conduct activities to ensure that we will always comply with applicable national and international laws and, where practicable and appropriate economic, impose even more stringent requirements than the legislation itself.

We collaborate with local and public authorities so that our working conditions and working environment are in accordance with applicable requirements and where necessary to ensure that all relevant environmental information disclosed to those authorities.

We will create a safe, comfortable and healthy working environment for our employees, through recurring assessments of our jobs and prevention of unilateral repetitive work.

We continuously strive to find suppliers and business partners who, wherever possible, have environmentally certification according to ISO 14001 and ISO 18001 or who have an Environmental Policy integrated in their Quality Management System.

## **Personal Data**

We support the fundamental rights to privacy for all individuals in compliance with national and international "General Data Protection Regulation" (GDPR) EU 2016/679.

We will at any point in time secure that we:

- Obtain and process information fairly
- Keep it only for one or more specified and lawful purpose(s)
- Process it only in ways compatible with the purposes for which it was given initially
- Keep it safe and secure
- Keep it accurate and up-to-date
- Ensure that it is adequate, relevant and not excessive
- Retain it no longer than is necessary for the specified purpose(s)
- Give a copy of his/her personal data to any individual, on request

## **Health and Safety**

As a Danish owned company Mermaid Medical Group is required to protect the health and safety of the employees. We acknowledge and accept our obligations under the Danish Directive of working environment Act 268 and all other regulations and amendments since. All other Mermaid Medical sales operation sites acknowledge and accept their obligations under National Law regarding working environment.

The Mermaid Medical Group is committed to train and maintain the employee's knowledge in regard to health and safety at the workplace. The health and safety representatives are committed to perform this training of the employees with reasonable intervals.

We are committed to act promptly if any unhealthy or unsafe condition should occur. This also includes the physically and mental working environment for the employees.

The Mermaid Medical Group is a nonsmoking work place. We also encourage the employee to exercise regularly and we have a health care insurance, which helps the employee with for example surgery, diagnostic, physiotherapist, massage, and chiropractor.

## **Fraud and Corruption**

Mermaid Medical Group does not accept in any form fraud involving the use of deception, dishonesty and breach of confidence to gain unfair or dishonest advantage.

Mermaid Medical Group does not tolerate bribery (promising, offering, giving, accepting, or soliciting of value for the purpose of influencing the actions of the recipient) or corruption (abuse of entrusted power for personal gain which can the forms of bribery, extortion, kickbacks and improper private or professional benefits) in its business practices.

## **Child, - Forced labor, - Human trafficking, - Slavery and Violation of human rights**

The Mermaid Medical Group does not tolerate any kind of Child labor, Forced labor, Slavery, Human trafficking or Violation of human rights according to International Labor Organization (ILO) no. 29, 32, 105, 138, 182.

1. Zero tolerance of exploitation of children.
2. Children´s engagement in unacceptable hazardous work
3. Trafficking
4. Physical punishment
5. Abuse
6. Involuntary servitude of any worker
7. Zero tolerance of slavery
8. Zero tolerance of violation of human rights according to FN Human rights

Mermaid Medical Group monitors this continuously by performing external audits at important suppliers and by evaluating relevant suppliers or business partners based on input from questionnaires and through communication.

Should a pattern of violation of these principles become known to us, and not be corrected, we will discontinue our business relationship.

Mermaid Medical Group is committed to comply with the legislation in every Country we are present.

For purposes of these principles, “a child” is anyone who is less than 13 years of age according to national law.

## Ethics

The Mermaid Medical Group is committed to comply with the following ethical and moral aspects.

Any employee within the Mermaid Medical Group is committed, but not limited to; follow this guideline, facing colleagues, management, suppliers, contractors, transporters etc. according to International Labor Organization (ILO) no. 87, 98, 100 and 111.

- Be respectful
- Be honest
- Show courtesy
- Do not discriminate
- Accept human differences
- Right to collective bargaining
- Equal remuneration
- Do not harass
- Treat people fairly
- Do not take advantage
- Be helpful
- Freedom to associate and protect the rights to organize

Any information from the market should be handled with loyalty and respect.

The Mermaid Medical Group prohibits any kind of sexual harassment and racism. All employees, former employees and new employees included all candidates for new job, as well as all partners, suppliers and business partners should be treated with respect and courtesy.

We provide employment opportunities without regard to race, religion, color, national origin, sex, age, sexual orientation or disability. The decision on hiring is only based upon job-related qualifications.

The Mermaid Medical Group will take appropriate action if needed to eliminate any kind of harassment.

Mermaid Medical Group is complying with any legislation within our field.

Any suppliers and business partners are required to conduct business, honestly and ethically when working with the Mermaid Medical Group. They are required to treat people fairly and not take advantage of any involved.

Any suppliers and business partners may not withhold any relevant information during or after the conclusion of a contract. They should be able to address the need for confidentiality and not accept any non-public information provided by any third party.