

Code of Conduct for Suppliers

At **WS Audiology (WSA)**, we are committed to delivering high standards in both social and environmental matters, in our own operations as well as in relation to our suppliers. The standards below define WSA's requirements on our suppliers, concerning their responsibilities towards their stakeholders and the environment. WSA expects our suppliers:

Environment

- to act according to local and international laws and standards on environmental protection;
- to implement circular economy to reduce environmental impacts of products, services, and/or operations including natural resource consumption, water discharges, waste disposal and air emissions;
- to comply all applicable laws and regulations relating to non-use or restricted-use of environmentally hazardous substances and related standards from WSA and submit requested environmental data;
- to account greenhouse gas emissions according to GHG Protocol and reduce greenhouse gas emission according to climate science;
- to ensure its suppliers uphold the principles reflected in WSA's Responsibility Standards for Suppliers, or equivalent recognised standards;
- to engage in market and competitive practices that are fair, ethically responsible and law-abiding;
- to comply with local and international trade laws and customs on importing, exporting, embargoes and other sanctions, including providing us with documents/information when requested;
- to comply with local laws in the countries in which it operates and in which its goods and/or services are sourced/provided;

Health & safety

- to provide a safe and healthy environment, including company provided accommodation, implementing programs to manage and promote occupational health and safety;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to implement emergency plans and response procedures;

Supply chain and sourcing

- to source materials from socially responsible suppliers, including conflict free sources according to local and international laws, and to conduct due diligence on source and chain of custody;
- to comply with the principles of non-discrimination regarding supplier selection and treatment;

Integrity, standards and codes

- to prohibit and have zero tolerance on any form of corruption and bribery, and maintain relevant policy;
- to notify us if a public official becomes its officer/employee or acquires a material direct/indirect interest in it;
- to respect intellectual property rights, and to safeguard customer's information;

Business continuity

- to develop and implement appropriate business continuity plans for operations supporting us;

Respect basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, disabilities, social background, sexual orientation, political or religious conviction, gender or age;
- to forbid the use of child labor in any stage of manufacturing;

- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, threatening, abusive or exploitative;
- to respect the personal dignity, privacy and rights of each employee and ensure they work in a safe environment, free from harassment and discrimination;
- to eliminate forced labor and refuse to employ or make anyone work against his/her will;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions;
- to ensure acceptable living conditions if housing is provided to the workers;
- to comply with core international labor standards that are in line with the International Labor Organization (ILO) conventions: Forced Labor Convention 1930 (No. 29) and its 2014 protocol, Freedom of Association and Protection of the Right to Organize Convention 1948 (No. 87), Right to Organize and Collective Bargaining Convention 1949 (No. 98), Equal Remuneration Convention 1951 (No. 100), Abolition of Forced Labor Convention 1957 (No. 105), Discrimination (Employment and Occupation) Convention 1958 (No. 111), Minimum Age Convention 1973 (No. 138), Worst Forms of Child Labor Convention 1999 (No. 182), and applicable ILO conventions on the health and safety of employees.

Monitoring

- to establish and maintain grievance mechanism that is accessible to all internal and external stakeholders for raising concerns related to human rights, environment, and business ethics, ensure confidentiality, enable anonymous complaints, set and communicate complaint handling procedure, and ensure no-retaliation;
- to report breaches of any of these standards immediately to us and work on a corrective action plan, including remedying adverse impacts which are directly linked to its operations, products or services;
- to provide us upon request with (a) a written self-assessment in the form provided by us or (b) a written report approved by us describing actions taken to comply with these standards;
- to allow us, our affiliates, customers and/or authorized agents/ representatives, to conduct inspections upon prior written notice at its and its suppliers' facilities where operations are based to verify compliance with these standards;
- to bear the costs of a follow up inspection if two or more critical issues are identified during the initial inspection;
- to allow us to terminate any agreements and/or purchase orders without any liability if (a) there is a material or repeated failure to comply with these standards or (b) our right of inspection is denied or (c) it fails the follow up inspection;
- to monitor and comply with any changes to these standards as published on our website (<https://www.wsa.com/>). We reserve the right to update these standards from time to time to follow the latest best practices;
- If any applicable law and/or regulation, conflict with the WSA Responsible Standards for Suppliers, we expect suppliers to follow the more stringent standard.

The following statement is made on behalf of

(company name)

We declare compliance with WSA Code of Conduct for Suppliers

☐ Yes/ ☐ No

(signature)

(name of company representative)

(title of company representative)

(date)