

Global Supplier Standards

At Mozarc Medical, integrity and honest matter. Mozarc Medical is the name we use to refer to our whole business, including Mozarc Medical Holdings LLC and any of the companies that it controls, including subsidiaries and affiliates, such as Mozarc Medical US LLC. When we use the words “we” or “our”, we mean Mozarc Medical.

Our Code of Conduct details the ethical standards and framework under which we conduct and manage our business, governs the work we do every day. Our Code of Conduct sets forth the foundation for our standards and expectations in the workplace. We hold our Suppliers to the same high standards of business conduct and social and environmental responsibility.

We expect our Suppliers to:

- Comply with the laws, rules, and regulations of the counties in which they operate
- Uphold the human rights of their workers
- Ensure a safe and healthy workplace
- Practice social and environmental responsibility, and
- Demonstrate the highest standards of business ethics.

Our Global Supplier Standards outline the minimal requirements and expectations for ethical and sustainable business conduct. They apply to Suppliers, agents and contract manufacturers (collectively referred to as “Suppliers”) involved in the conduct of Mozarc business globally. As Suppliers deliver goods or services to Mozarc, they are certifying their compliance to these standards.

We reserve the right to evaluate, audit, and inspect Suppliers’ facilities, operations, and records at any time to make sure they are in compliance. Mozarc reserves the right to take appropriate Supplier action up to termination of the business relationship as a result of violation of these standards.

Ethical Behavior

- **Anti-Corruption**
All Suppliers must fully comply with anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), and anti-money laundering laws of the countries in which Mozarc operates. Mozarc does not allow any bribes or improper payments, including kickbacks, unexplained rebates, payment for advertising, or gifts disguised as allowances or expenses.
- **Confidentiality**
Suppliers are expected to protect Mozarc proprietary and confidential information — and must enforce policies that comply with the confidentiality of the information.
- **Conflict of Interest**
Suppliers should avoid any transactions, relationships, or other acts that appear to be conflicts of interest.
- **Conflict Minerals**
Suppliers are expected to comply with the Mozarc Conflict Minerals Policy, which commits to compliance with the Dodd-Frank Act. 2
- **Fair Competition and Antitrust**
Suppliers are expected to conduct business in full compliance with antitrust and fair competition laws that govern the jurisdictions in which they operate or to which they are subject as a result of their business operations.
- **Intellectual Property**
Suppliers must safeguard Mozarc intellectual property rights and confidential information. Any use, disclosure and handling of Mozarc’s technology, knowledge, and other Mozarc intellectual property must be in accordance with any applicable agreements.
- **Legal Compliance**
Suppliers must fully comply with all applicable national, state, and/or local laws, regulations, and ordinances. Suppliers must also be fully compliant with their obligations to any applicable agreement, understanding, or other binding commitment.
- **Policy on Gifts**
Mozarc employees may not accept gifts from any Supplier if the gift is more than modest in value, or if accepting the gift could create the appearance of a conflict of interest.
- **Privacy**
Suppliers are required to protect the personal information of their business partners, customers, patients, and others they do business with.

- **Animal Welfare**

Suppliers shall meet the same high standards of respectful, humane treatment of animals that Mozarc does. These standards govern the general use of animals in training and research, including continuing efforts to replace and reduce their use with technological advances.

Environmental Stewardship

Mozarc expects its Suppliers to conduct business in ways that help preserve and protect the environment, and demonstrate accountability and transparency in sustainability performance.

- **Compliance**

Suppliers must fully comply with all applicable environmental laws. Mozarc requires notification of any significant compliance violations.

- **Conservation**

Suppliers are expected to proactively monitor their environmental impacts through policies and programs that conserve natural resources, reduce greenhouse gas emissions, eliminate waste, reuse and recycle materials, promote the purchase of sustainable products and services, and promote sustainable construction and building modifications.

- **Hazardous Materials Management**

Suppliers must implement policies related to safe management of hazardous materials and the legal prohibition or restriction of specific substances. They are also required to provide information on substances used for their parts or components as identified in the Mozarc Materials of Concern List.

Social Responsibility

Mozarc strives to have a positive impact in the communities where it operates. We promote basic human rights and comply with all laws that govern labor practices, working hours and conditions, wages, and other issues that affect workers' health and safety. Mozarc expects the same high commitment to social responsibility from its Suppliers.

- **Child Labor**

Mozarc prohibits the use of any child labor. Suppliers must only use workers who meet the minimal legal age for employment as defined by local law where they work, as well as for the type of work.

- **Equal Opportunities**

Suppliers must provide equal employment opportunity and fair and equal treatment to people regardless of their age, disability, nationality, pregnancy and maternity, race, gender, sexual orientation or legal status. Equal opportunity must extend to all employment decisions, including recruiting, hiring, training, promotions, compensation, benefits, transfers and workforce reductions.

- **Fair Compensation**

Suppliers must comply with all applicable national legal standards with regards to minimum wages, overtime, and maximum hour rules that are established by laws and regulations in operating regions.

- **Recruitment**

Suppliers must practice ethical recruitment (directly or through third-party agencies) and avoid worker exploitation through the recruitment process. Suppliers must: prohibit confiscation of workers' identity documents; provide workers with a written document stating the terms and conditions of employment at the point of recruitment in a language the job-seeker can understand; and prohibit payment of recruitment fees by workers or require repayment when fees have been paid. Suppliers shall ensure that the third-party recruitment agencies are compliant with the provisions of this document and the law.

- **Forced Labor**

Mozarc prohibits the use of slavery and human trafficking in Suppliers' facilities and operations, as well as the use of any form of forced, coerced, bonded, indentured, or prison labor.

- **Freedom of Association and Collective Bargaining**

Suppliers must respect the rights of workers, without distinction, to form or join trade unions of their choosing and to bargain collectively.

- **Health & Safety**

Suppliers must provide a healthy, sanitary, and safe environment for their workers that is free from physical, emotional, and verbal harassment, or any other abusive or threatening behavior. They are required to implement policies that prohibit the use of illegal weapons, alcohol, and illegal drugs and other controlled substances in the workplace. Additionally, they shall have in place measures that prevent workers' exposure to safety hazards, monitor workplace injuries and illness, and ensure emergency preparedness. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

Accommodation, where provided or arranged, shall meet local safety and housing standards and will be clean, safe, and meet the basic needs of the workers. Suppliers will assign responsibility for health and safety to a senior management representative and must notify Mozarc of any significant health and safety violations and take immediate actions to resolve them.

- **Supplier Diversity**

Mozarc is committed to including qualified small and diverse Suppliers in its sourcing processes and supply chain. It expects all Suppliers to support this commitment by deploying strategies and programs to increase sourcing opportunities for small and diverse businesses, where applicable.

Business Conduct

- **Management Systems**

Mozarc expects Suppliers to have systems in place that manage product quality, environmental impact, labor standards, health and safety risks, ethical business conduct, continuity risks, and continuous improvement. Suppliers must have adequate training programs for employees to ensure the appropriate level of knowledge and skills to meet the standards specified in these areas. They must also make these requirements with their own Suppliers.

- **Publicity**

Mozarc does not allow Suppliers to use its name or logo in any public display or document without written approval in advance. In addition, without Mozarc approval, Suppliers may not disclose their relationship with Mozarc, products, parts, designs or any non-public information in any public venues, including press releases, websites, social media, trade shows and Suppliers' facilities.

- **Transparency**

Suppliers shall remain transparent about their business activities, structure, financial situation, performance, and business as required by any applicable laws and industry standards.

Questions or Concerns?

If Suppliers and other external parties desire to report concerns regarding issues outlined in this document, they are encouraged to contact Mozarc at integritymatters@mozarcmedical.com.

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