

## Code of conduct for suppliers

Tyromotion is a leading manufacturer of advanced technology-based therapeutic devices, dedicated to enhancing independence and quality of life for individuals globally. Our journey began with the creation of AMADEO®. A device designed to provide essential therapy for a loved one at a time when such options were unavailable. This founding ethos extends to all our products, as we strive to assist patients with neurological deficits and related disabilities to reach their full potential.

We are honored by the trust our patients and customers place in us, as they seek to enhance their most precious asset: health. This trust compels us to uphold the highest standards of performance, safety, and quality in all our devices. For us, high quality is synonymous with meeting customer needs and ensuring satisfaction. We design, manufacture, and distribute our medical devices with the same care and attention we would wish for ourselves and our loved ones in need of therapy.

At Tyromotion, our commitment extends beyond providing innovative products; we also prioritize the utmost care in every facet of our business operations. This commitment includes striving for a positive impact on the environment and society, while ensuring compliance with all pertinent local, national, and international laws, regulations, and standards.

This code of conduct establishes the foundational principles for our partnerships with suppliers, underscoring our mutual commitment to quality, responsibility and ethical business practices.



## 1. Ethics and integrity

Tyromotion requires its suppliers to uphold the highest ethical standard and comply with all applicable laws, rules, and regulations, since Tyromotion does the same. Suppliers must adhere to the following:

### 1.1. Anti-bribery and anti-corruption

Suppliers must fully comply with all relevant anti-bribery and anti-corruption laws, including but not limited to the EU Legislation on anti-corruption and U.S. Foreign Corrupt Practices Act.

### 1.2. Gifts and entertainment

Suppliers must not offer gifts or anything of value to gain improper advantages or influence for themselves, Tyromotion, or any third party. This includes benefits, fees, commissions, dividends, cash, gratuities, services, or any inducements.

### 1.3. Non-retaliation for reports of concern

Suppliers are expected to have a clear, transparent policy and process for reporting workplace concerns. This policy must protect those who report or participate in investigations from retaliation.

### 1.4. Trade and sanctions

Suppliers must comply with all applicable trade and sanctions laws and regulations.

## 2. Data privacy and security

### 2.1. Confidential assets and information

Suppliers must protect Tyromotion's and clients' confidential assets and information by implementing appropriate protective processes.

### 2.2. Personal information and privacy

Suppliers must protect personal information in compliance with all applicable laws and regulations. Personal information provided by or on behalf of Tyromotion must be used, accessed, and disclosed only as permitted by the supplier agreement and relevant laws and regulations.



## 3. Inclusion and diversity

Tyromotion encourages an inclusive culture and supports diversity, rejecting all forms of discrimination.

### 3.1. Non-discrimination and workplace diversity

Suppliers must comply with all applicable laws and regulations related to discrimination, harassment, and retaliation. Workplaces must be free from unequal treatment, discrimination, harassment, victimization, and abuse on any grounds including age, health status, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religion or beliefs, union affiliation, or veteran status. Equal remuneration for equal work is mandatory.

### 3.2. Suppliers' diversity

Tyromotion is committed to promoting diversity and inclusion, including fostering relationships with diverse and underrepresented businesses. Suppliers should share this commitment, supporting Tyromotion's goals of supplier diversity through unbiased and transparent search and assessment processes, ensuring fair access to bids, and actively seeking opportunities for diverse suppliers.

## 4. Employment, working conditions, and human rights

The ten principles of human rights are of most importance for Tyromotion. Tyromotion strives to adhere to the principles set forth in these standards and expects its Suppliers to do the same.

### 4.1. Modern slavery and human trafficking

Tyromotion does not tolerate slavery, forced labor, or human trafficking. Suppliers must prohibit all forms of forced labor, child labor, and human trafficking, ensuring compliance with relevant laws and regulations.

### 4.2. Child labor

Child labor is not tolerated at any stage of the supply chain. "Child" refers to anyone employed below the age of 15 or the legal age for completing compulsory education, unless local laws specify otherwise. Workers under 18 should not perform hazardous work.



### 4.3. Human rights

Tyromotion and its suppliers must respect human rights, maintaining a respectful and safe workplace free from physical or mental violence, threats, corporal punishment, coercion, verbal abuse, bullying, or harassment.

### 4.4. Freedom of association

Suppliers must respect workers' rights to freedom of association, including forming or joining labor or trade unions or workers' councils, without retaliation, harassment, or intimidation.

### 4.5. Employment laws

Suppliers must comply with all applicable wage and labor laws, providing employees with timely, understandable wage statements to verify accurate compensation. The use of temporary, dispatch, and outsourced labor must comply with all applicable laws and regulations.

### 4.6. Hiring or use of private or public security forces

Suppliers hiring or using private or public security forces must provide sufficient oversight to prevent torture, cruel, inhumane, or degrading treatment, and ensure the protection of workers' rights, including freedom of association.

## 5. Wellbeing, health, and safety

Tyromotion expects suppliers to implement sound health and safety practices across business operations.

### 5.1. Health and safety

Suppliers must comply with all applicable health and safety laws and regulations, adopting practices to minimize risks, support accident prevention, and ensure a safe workplace for all workers, including employees, contractors, and third parties.

## 6. Environmental sustainability

Tyromotion is committed to reducing the impact of its operations on the natural environment and working with its suppliers to do the same.



## 6.1. Environmental footprint

Suppliers must comply with all applicable environmental laws and regulations, addressing their environmental risks and impacts. Suppliers should measure, manage, and address energy usage, greenhouse gas emissions, and, where applicable, reduce water or other natural resources usage and waste. Compliance with laws and international conventions on hazardous waste, persistent organic pollutants, mercury, and similar substances is required.

## 7. Consequences of non-compliance

The primary objective of this code is to foster the positive development of responsible practices through regular dialogue and ongoing working relationships. If the code is not observed, the issue will be reported to the supplier's management for their attention and potential corrective action. Non-compliance may be deemed a material breach of the agreement with the supplier and could result in the immediate termination of the agreement or other actions, including claims for damages, with Tyromotion reserving all rights in such matters.

## 8. Raising Concerns

Tyromotion suppliers who believe that a Tyromotion employee, or anyone acting on behalf of Tyromotion, is acting unethically, improperly or illegally should report their concerns to <https://whistle.tyromotion.com/en/>.

