

## **Tyromotion GmbH Code of Conduct for Suppliers**

Tyromotion GmbH is a leading manufacturer of advanced therapeutic devices that help improve independence and quality of life for people around the world. Our company was founded with the development of AMADEO, a device created to provide therapy for a loved one when suitable options were not available. That founding purpose continues to guide our work today.

We are committed to helping patients with neurological impairments and related disabilities reach their full potential. We value the trust placed in us by patients and customers, and we are committed to maintaining the highest standards of safety, performance, and quality in all our products. For us, quality means meeting customer needs and ensuring customer satisfaction.

We design, manufacture, and distribute our medical devices with the same care we would expect for ourselves and our own families. In addition to offering innovative products, Tyromotion is committed to responsible business conduct in every part of its operations. This includes contributing positively to society and the environment and complying with all applicable local, national, and international laws, regulations, and standards.

### **Ethics and integrity**

Tyromotion expects its suppliers to uphold the highest ethical standards and comply with all applicable laws, rules, and regulations.

### **Anti-bribery and anti-corruption**

Suppliers must comply with all applicable national and international anti-bribery and anti-corruption laws.

### **Gifts and entertainment**

Suppliers must not offer gifts, payments, or anything of value to obtain improper advantage or influence for themselves, Tyromotion, or any third party. This includes cash, services, fees, commissions, gratuities, or other inducements.

### **Reporting concerns without retaliation**

Suppliers must have a clear and transparent process for reporting workplace concerns. Anyone who reports a concern or participates in an investigation must be protected from retaliation.

### **Trade and sanctions**

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

### **Data privacy and security**

Suppliers must protect the privacy of employees, customers, and other business partners, and safeguard confidential information and assets.

### **Confidential information**

Suppliers must protect Tyromotion's and its clients' confidential information by using appropriate safeguards and processes.

### **Personal data**

Suppliers must protect personal data in line with all applicable laws and regulations. Personal data received from or on behalf of Tyromotion may only be used, accessed, and disclosed as permitted by the supplier agreement and applicable law.

#### **Inclusion and diversity**

Tyromotion supports an inclusive culture and values diversity. Discrimination in any form is not accepted.

#### **Non-discrimination and workplace respect**

Suppliers must comply with all applicable laws on discrimination, harassment, and retaliation. Workplaces must be free from unequal treatment, discrimination, harassment, abuse, and victimization 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 views, religion or belief, union membership, or veteran status. Equal pay for equal work is required.

#### **Supplier diversity**

Tyromotion is committed to promoting diversity and inclusion, including business relationships with diverse and underrepresented suppliers. Suppliers are encouraged to share this commitment and to support fair and transparent supplier selection processes.

#### **Human rights**

Tyromotion expects suppliers to respect human rights and maintain a respectful and safe workplace.

#### **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 and comply with all applicable laws.

#### **Child labor**

Child labor is not tolerated anywhere in the supply chain. A child is defined as anyone employed below the age of 15 or below the legal age for completing compulsory education, unless local law provides otherwise. Workers under 18 must not perform hazardous work.

#### **Freedom of association**

Suppliers must respect workers' rights to form or join labor unions or workers' councils without retaliation, harassment, or intimidation.

#### **Employment laws**

Suppliers must comply with all applicable wage and labor laws and provide employees with timely, understandable wage statements. The use of temporary, agency, or outsourced labor must comply with applicable laws.

#### **Private or public security forces**

If suppliers use private or public security forces, they must ensure proper oversight to prevent abuse and protect workers' rights, including freedom of association.

**Health and safety**

Suppliers must implement effective health and safety practices across their operations and comply with all applicable health and safety laws. They must take steps to reduce risk, prevent accidents, and provide a safe workplace for employees, contractors, and third parties.

**Environmental sustainability**

Tyromotion is committed to reducing the environmental impact of its operations and expects suppliers to do the same.

**Environmental footprint**

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

**Purpose of this code**

This Code of Conduct sets out the basic principles for our supplier relationships and reflects our shared commitment to quality, responsibility, and ethical business conduct.

**Consequences of non-compliance**

The purpose of this Code is to support the continuous improvement of responsible business practices through ongoing dialogue and cooperation. If this Code is not followed, the issue will be brought to the supplier's management for review and possible corrective action. Serious or repeated non-compliance may be considered a material breach of the agreement and may lead to immediate termination or other legal action, including claims for damages. Tyromotion reserves all rights in such cases.

**Raising concerns**

Suppliers who believe that a Tyromotion employee, or anyone acting on Tyromotion's behalf, is behaving unethically, improperly, or illegally should report their concern at <https://whistle.tyromotion.com/en>.