

We, MDS GmbH & Co. KG (hereafter referred to as “MDS”), are guided by the fundamental principles of social responsibility, environmental protection and fair cooperation in all our company’s activities. It is our objective to reconcile our economic, ecological and social responsibilities in a sustainable way.

In this, we see ourselves as equal partners in our business relationships. Our association with our business partners is based on cooperation and characterized by mutual respect.

This code of conduct sets out our fundamental requirements on our service providers, suppliers and their subcontractors (hereafter referred to as “Business Partners”). Service providers and suppliers of MDS are required to inform their subcontractors and employees about this code of conduct and to ensure adherence to it at every workplace.

The following principles are consistent with internationally applicable standards, such as the United Nations Universal Declaration of Human Rights, the UN Convention on the Rights of the Child and applicable Conventions of the ILO, as well as the respective countries’ legislation.

1. Legal compliance

MDS requires all of its Business Partners to comply with all applicable legislation. Should any MDS requirement contravene legal provisions of the respective country, the Business partner is required to inform MDS accordingly.

2. Child labor / young employees (ILO Conventions 138 and 182 and UN Convention on the Rights of the Child)

No person below the respective countries’ legally required minimum age may be employed. Our Business Partners are required to take the necessary measures in this respect. Subject to the exemptions granted under ILO, national regulations designed to protect children and adolescents are required to be observed. Children are to be protected from economic exploitation and work that is either dangerous, negatively impacts the children’s education or could endanger their health or physical, mental, intellectual, moral or social development.

3. Discrimination

Any form of discrimination in hiring and employment practices is prohibited. In particular, any distinction, exclusion or preference based on race, gender, age, religious belief, political opinion or other personal characteristics is prohibited.

4. Employee rights

MDS tolerates no form of forced or compulsory labor. Employees must not be compelled to work by way of violence and/or intimidation, whether directly or indirectly. All employees are to be treated with dignity and respect. No employee must be exposed to verbal, psychological, physical and/or sexual abuse, coercion or harassment.

Working hours must comply with applicable law. Any overtime worked must be compensated separately in accordance with national regulations.

5. Compensation

Business partners are required to guarantee that wages paid to employees equal or exceed the respective legal minimum wage. In absence of legal minimum wages, the Business Partner is to ensure that the wages paid shall be sufficient to cover an employee's basic needs, taking into account individually occurring circumstances.

6. Health & Safety

Business Partners are to provide a safe and healthy working environment. Business Partners shall adopt the measures needed to prevent such accidents and health hazards as may arise in connection with the respective work. For this purpose, Business Partners are to put in place systems capable of detecting, avoiding and responding to potential health and safety hazards. In addition, they are required to guarantee that employees are periodically updated and trained on applicable health and safety regulations as well as any precautions taken.

7. Environmental protection

The protection of nature and the environment is an integral component of MDS business practice.

Business partners are to comply with applicable environmental regulations. They are further expected to undertake an ongoing effort to prevent and reduce environmental contamination.

Applicable processes and standards for waste management, the handling and disposal of chemicals and other hazardous substances as well as for emissions and waste-water treatment are to be observed.

8. Bribery and corruption

MDS tolerates no form of bribery or corruption. All Business Partners as well as their employees are to conduct so as to avoid any personal dependency, obligation or influence.

In particular, all employees and Business partners are expected to behave in a professional manner guided by fairness and full compliance with applicable national and international regulations.

Where gifts are presented in adherence to a country's individual customs or etiquette, care is to be taken to ensure that such gifts do not give rise to obligatory dependencies and that applicable national laws and regulations are observed.

9. Code of Conduct monitoring

At the request of MDS, Business Partners are obliged to have their work and production sites undergo social audits regarding adherence to this code of conduct.

Direct Business Partners agree that, whenever the need arises, MDS or any third party authorized by MDS may conduct a review of the Business Partner's compliance with the principles stated in this Code of Conduct at the direct Business Partner's premises or the premises of other suppliers working on the Business Partner's behalf.

In the case of non-compliance being discovered, Business Partners are obliged to take immediate remedial action.

Compliance with the principles of the Code of Conduct is included in the supplier evaluation.

10. Procedure for complaints

Complaints or information on violations of this Code of Conduct may be reported to on the MDS whistleblowing portal at any time.

Individuals filing a complaint are asked only report and provide complaints and information they believe in good faith to be true.

To ensure that the individuals filing complaints will not be subject to reprisals or disciplinary action of any kind, the whistleblowing portal is maintained and administrated by an external data security and privacy officer, namely Mrs. Regina Stoiber. All communication through the whistleblowing portal is end-to-end encrypted. This way the anonymity of the individual can be ensured at any time.

Internal contact person for the whistleblowing portal at MDS is Mr. Andreas Bergner.

Internal contact person:
Andreas Bergner
Tel. +49(0)941/6042-520
Mail: andreas.bergner@mds-r.de

Whistleblowing-Portal:
<http://mds.whistleblowing-portal.de>