

Code of conduct Medical Vision AB

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1 General description

Medical Vision is a separate incorporated company (Medical Vision AB) developing products within the field of endoscopy. The company was founded in 2002 and is a Swedish registered entity based in Nacka, Sweden.

Medical Vision is outsourcing parts of the product realization processes, specifically manufacturing and assembly, shipping and distribution of products to qualified contractors and suppliers. Also design and development activities may from time to time be outsourced. When any activity is outsourced it will be controlled by clear contracts, which will specify the roles and responsibilities.

The CEO together with the VP Finance, the VP R&D, VP Sales & Marketing, and the VP QRM forms the Management Board, which holds the responsibility and authority of Top Management [ISO 9000 definition] and Management with executive responsibility [QSR definition] of the company, responsible for the day-to-day management of the company.

The CEO reports to the Board of Directors, who is responsible for the financial control, the long-term strategy of the company and is legally responsible for Medical Vision's Account Statement.

This policy defines basic principles and standards that Medical Vision sees as relevant within company and from suppliers and contractors and other parties engaged through the supply chain.

Medical Vision is committed to ensure that this policy is effectively implemented, measured and monitored throughout the supply chain. To achieve this goal, we need support of our suppliers and contractors.

All employees within Medical Vision are encouraged to report suspected violations of the code of conduct to their supervisors or to the Chief Executive.

2 Organisational governance

2.1 Business integrity

Medical Vision is a workplace free of bribery, corruption and money laundering. Employees are prohibited to exchange money or anything else of value to or from anyone, including government officials, to influence actions or obtain an improper advantage.

2.2 Customer focus

Management of Medical Vision is responsible for ensuring that customer and user requirements, needs and expectations are communicated to relevant functions in the company and where appropriate to contract manufacturer and other suppliers.

All our commitments and actions shall be apprehended as an expression for quality. Our most important goal is our customers' satisfaction where each finished business shall be the basis for continuous cooperation. Our customers shall have full confidence in Medical Vision as a supplier of medical devices. Our customers' requirements and desires, laws and regulations, our products and actions are basic conditions.

3 Human Rights

3.1 Human Rights

Medical Vision supports and respects international human rights and laws and shall not accept any establishment and business partners that contribute to human rights abuses.

3.2 Equality

Medical Vision shall encourage a gender balance in its own organisation as well as in the board.

3.3 Child labour

Medical Vision does not engage in or support the use of child labour. Suppliers and Contractors must not recruit child labour. Suppliers and Contractor must maintain formal documentation that verifies the age of each worker. If children are found to be working directly for the supplier, the latter shall seek a sensitive and satisfactory solution that put the best interest of the child first.

The minimum age for employment is the age reached when the compulsory schooling has been completed, but never less than 15 years.

3.4 No discriminations practiced

No one can actively or passively support discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, nationality, origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Suppliers and Contractors must comply fully with local laws regarding equality of employment opportunities.

3.5 No harsh or inhuman treatment is allowed

Internal and external communication is based on credibility, openness, respect and an active dialogue with employees, media and other stakeholders. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall not be accepted.

4 Labour Practices

4.1 Employment is freely chosen

Medical Vision shall not in any way endorse or accept forced labour, slavery or serfdom. Employers shall not require any form of depositions by employees or confiscate their identity papers. All employees are free to leave their employment after termination in accordance with applicable national legislation and agreements.

4.2 Freedom of association

Medical Vision respects all employees' rights to be a member of a union to represent their interests as employees, organize themselves and bargain collectively or individually.

4.3 Working condition

Responsibility for health and safety shall be assigned to a senior management representative. Medical Vision will provide the necessary conditions for a safe and healthy working environment for all employees. Fundamental human rights should be known, respected and applied equally to all employees. It doesn't matter if employees are permanent or temporary staff.

4.4 Fair wages are paid

The total compensation shall be in line with the trade and perceived as attractive and follow applicable laws and agreements. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and follow established accounting policies.

4.5 Working hours

Working hours comply with national laws and local labour market.

5 Environment

5.1 Protect the environment

Medical Vision conducts business in compliance with all applicable environmental laws, rules and regulations. Waste is minimised and items recycled wherever this is practicable. In respect of packaging and paper, undue and unnecessary use of material is avoided and recycled materials are used whenever appropriate.

Employees shall, at the choice of the means of transport always try to use the options that affect the environment at least based on the facts. By offering video and telephone conferencing at meetings with companies and corporate partners, the negative environmental effects of travelling will be reduced.

In respect of energy use, all production and delivery processes, including the use of heating, ventilation, lighting, IT systems and transportation shall be selected with the aim to maximize efficient energy use and to minimize harmful emission.

6 Implementation of the social compliance policy

Medical Vision management is responsible for implementation of Code of Conduct within the company and aims to work with its suppliers and contractors to drive compliance throughout the product process and business development.

Medical Vision will support suppliers and contractors to improve in social and ethical performance.

7 Continuous improvement

The document will be reviewed annually by management for improvement in order to ensure adequacy, suitability and continued effectiveness of the policy.

Approved by the Board of Directors 2015-04-13

Mårten Winge