

Partner Code of Conduct

1 Introduction

Senzime is a medical technology company focused on patient monitoring within anesthesia and ventilation. We have developed innovative and transformative products to reduce anesthesia and respiratory related complications, improve patient health, and reduce healthcare costs. Our vision is a world without anesthesia- and respiratory related complications.

At Senzime we are committed to conduct business in a responsible manner and to uphold high standards of ethics in all our business interactions, which means that we require that our Partners respect human rights, establish good labor conditions, ensure ethical business practices, continuously improve environmental and health & safety performance and respect proprietary information and data privacy.

All Partners are expected to adhere to Senzime's values and to follow the Partner Code of Conduct (hereafter referred to as the "Code"). The Code is based on applicable law and internationally recognized principles for how companies should conduct business responsibly such as the UN Global Compact, the UN International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises, and is guided by the UN Sustainable Development Goals.

The Code supports Senzime's implementation of its standards and policies as regards business ethics, human & labor rights, environmental compliance and proprietary information and data privacy, by providing brief explanations of the expectations of our Partners. We screen and audit our Partners to ensure we have Partners who share our high standards regarding environment, social and governance, and we encourage our Partners to report perceived violations to the Code.

2 Purpose

The purpose of this Code is to create a dialogue and partnership with Partners to ensure they accept and support the requirements of this code and applicable local legislation.

3 Scope

The Code applies to all partners such as suppliers, subcontractors, joint venture partners, distributors, agents, reseller, and other business partners (hereafter referred to as "partners"). In addition to compliance with all relevant laws, regulations, and standards in all the countries in which they operate, all partners shall comply with the Code even if it stipulates a higher standard than required by national laws or regulations. The Code shall be applied through contractual agreement.

4 General requirements

The Partners shall comply with applicable laws, rules, and regulations in the countries where they operate. Senzime expects its Partners to comply with the Code even if it stipulates a higher standard than required by national laws or regulations-

If a Partner uses subcontractors to produce, sell, market, service, or promote Senzime's products or services, it is the responsibility of that Partner to use the same principles to evaluate and select their subcontractors. If requested, the Partner must inform Senzime which subcontractors they use

In case of contradictions between the Code and applicable laws, rules and regulations Partners shall inform Senzime. Senzime requires its suppliers and partners to comply with the Code or an equivalent standard, agreed together with Senzime, when doing business with Senzime.

5 Business ethics

5.1 Anti-corruption

Senzime expects its Partners to conduct business in compliance with internationally agreed standards on business ethics and adhere to all applicable anti-corruption laws and regulations.

Senzime has zero tolerance for corruption, in which its Partners must not engage in or tolerate any form of bribes, corruption, extortion, or embezzlement. The Partners shall not promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services, or anything of value. Such payments and favors may be considered bribery, which violates local legislation and internationally recognized principles for combating corruption and bribery.

5.2 Anti-Money laundering

Partners must comply with anti-money laundering laws and not tolerate, facilitate, or support money laundering. It is accordingly important to have procedures in place and gain proper knowledge of customers, partners, and suppliers, to understand the purpose of a given business relationship.

5.3 Competition law

Partners must comply with competition laws that aim to protect consumers and businesses against unfair business practices. Actions such as participation in cartels, abuse of a dominant position in the marketplace, or the exchange of price or other commercial information between competitors, are prohibited. Senzime's Partners should be sensitive to competition concerns when attending occasions where competitors, or potential competitors, can be present.

6 Human and labor rights

Senzime supports and respects the protection of human rights as defined in the United Nation's Universal Declaration on Human Rights (UDHR) and in the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work. No Partner shall take any action that violates these human rights principles, either directly or indirectly.

Requirements shall apply to all the Partners workers including temporary, migrant, student, and contract workers as well as direct employees.

6.1 Safe and healthy workplace

Senzime requires its Partners to identify and assess health and safety risks and minimize their negative impact. The Partners need to ensure that all employees are protected from exposure to potential health and safety hazards, that relevant and functioning protective equipment is provided to all employees and that there are procedures and systems to manage, track and report injury and illness.

6.2 Freedom of association

Partners shall ensure freedom of association and their employees to be free to join organizations representing their interest as employees and ensure its employees to have the right to collective bargaining.

6.3 Working slavery/forced labor, and child labor

Senzime's Partners shall work against and must not participate in, or benefit from, any form of forced labor, including bonded labor, involuntary prison labor, slavery, servitude, trafficking, or work performed under the threat of a penalty or coercion. All work, including overtime work, shall be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice.

Partners shall work against all forms of child labor, and should not participate in, or benefit from, any form of child labor. Partners must take necessary preventive measures to ensure that they do not employ anyone below the legal age of employment.

6.4 Non-discrimination or harassment

Senzime promotes freedom from discrimination and requires all the employees of the Partners to be treated based on their abilities and merits. Thus, no discrimination on race, ethnic or national origin, color, gender, family status, sexual orientation, disability, age or political beliefs, or other characteristics protected by law shall be performed by the business partner of Senzime. Senzime do not tolerate any physical or mental harassment or abuse, nor discrimination in hiring and employment practices.

6.5 Fair employment

Partners shall ensure that wages, including overtime compensation and benefits, equal or exceed the level required by applicable law. Partners are required to ensure that working hours comply with local laws, ILO's Declaration on Fundamental Principles and Rights at Work or collective agreements, whichever affords the greater protection of the worker. Partners are further required to ensure that working hours are divided, if required by local laws, into normal working hours and overtime and shall not exceed the maximum set by local laws and overtime shall be voluntary.

7 Environmental compliance

The protection of the environment is crucial for sustainable development and the Partners of Senzime shall have knowledge about their own environmental impact and conduct its business so that it protects and preserves the environment. They shall avoid using specific materials and prevent pollution. They shall preferably adopt a systematic approach to its

environmental responsibility, perform risk assessments, implement risk-based programs to minimize any negative environmental impact.

Partners are expected to meet all relevant environmental laws and standard with regards to waste and water in production, products and services and constantly strive to use energy, water, and materials efficiently and to minimize any negative environmental impact. The objective should be to use fossil free energy and replace non-renewable resources and to take actions to reduce greenhouse gas emissions.

8 Proprietary information and data privacy

8.1 Confidential information

Partners are expected to not disclose private or confidential information related to Senzime and manage information received from Senzime in a secure manner and in accordance with any non-disclosure agreements.

8.2 Intellectual property

Senzime supports and encourages innovation by its employees in all areas of its activities. Senzime's intellectual property is one of its most valuable assets and the patents, trademarks, copyrights, trade secrets, and other proprietary information of Senzime must be protected. Thus, Senzime's Partners must respect the intellectual property belonging to Senzime and ensure it's not used in any other way than permitted by Senzime, and that all the applicable laws governing intellectual property rights, including patents, copyrights and trademarks are respected.

8.3 Data privacy/protection of information

If personal data is processed, Partners shall as a minimum comply with data protection legislation applicable to Senzime, which in most cases requires compliance with the EU's general data protection regulations (GDPR). Accordingly process personal data in accordance with the data protection legislation applicable to the processing.

9 Reporting

The suppliers and partners are required to without undue delay report any non-compliance with this Code to Senzime. The suppliers and partner may report concerns confidentially to: **hotline@senzime.com**

9.1 Compliance and follow-up

Senzime expects its Partners to share the values of this code and the code's commitments. These commitments can be demonstrated by the Partner having a comparable code of conduct or by signing this document. Business partners who are proactive in implementing or have met these criteria are considered preferred partnerships. We review our business relations and may discontinue relationships with Partners who are unwilling to make changes to align with our standards and criteria.

Business partners acceptance

I/We, the undersigned authorized representative/s of the Business Partner, hereby certify that the Business Partner accepts and complies with the Code of conduct.

Full Company name	
Place	
Date	
Name	
Position	
Signature	