



Achieving results with responsibility

Our Code of Conduct and Business Principles

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Introduction

Our goal is to improve people's lives. By repairing their bodies and renewing their sense of self-belief, we aim to set people free from what was holding them back so that they can live life without limitations.

We wouldn't be able to achieve this without our commitment to integrity, honesty and professionalism. These principles are embodied in our Culture Pillars: Care; Collaboration; and Courage. These Culture Pillars guide the behaviour of everyone at 3B Medical.

We must all also follow and understand applicable laws, this Code and relevant Company policies and procedures. Our Third-Party Representatives who carry out business on our behalf, directly or indirectly, must also understand and follow applicable laws when carrying out that business.

From time to time, in some regions, local laws, regulations or business requirements may be stricter than the policies set out in this Code. In those cases, we follow the more restrictive set of requirements so that our behaviour does not drop below the standards expected by local law, regulation or business requirement.

We know that there are consequences for failing to follow the law, including financial penalties, criminal convictions and our products not being eligible for government reimbursement or other programmes. We also know that when we fail to follow this Code, we could face disciplinary action, including termination of employment.

We all have a responsibility to report actual or suspected violations of this Code. By raising awareness of potential issues, we help protect our reputation, our employees and our customers

Winning Behaviours

There are five Winning Behaviours that support our purpose, strategic imperatives, Culture Pillars and reinforce our Code of Conduct. They are:





Care

Care is a pillar of our culture because when people feel true empathy and understanding, we believe that they can achieve incredible things.



Our Culture is defined by understanding and empathy. For customers. For patients. For each other. We care for our employees by providing a safe and healthy working environment and by protecting their privacy.

We care for our customers through our commitment to developing and delivering innovative, cost-effective, and high-quality solutions. And we care for our communities by supporting them through our Corporate Social Responsibility programmes.

-Sustainability

We are committed to managing the environmental, social and economic impacts of our business. We source materials from responsible suppliers; and we ensure our activities are conducted in a manner that proactively protects the environment and maximizes efficient use of resources

-Health, Safety and Environment

We believe that good health, safety and environmental standards and practices go hand-in-hand with achieving excellent business results. We are committed to providing healthy and safe working conditions for all employees, contractors, visitors, customers and the public. We comply with relevant laws and regulations and take action to reduce risk.

We are all accountable for behaving safely, following local operating procedures and safe working practices, and preventing pollution and harm to the environment. It is the responsibility of all employees, and those working with us, to take steps to prevent accidents, to be attentive to safety and to report hazards, injuries or behaviours and practices that may cause harm.

-Corporate Social Responsibility

We are committed to making a difference in the communities in which we operate. We encourage participation in and support for charitable, educational and humanitarian organisations and activities. We do this by making product donations, matching charitable giving, and by supporting volunteering time, and wellness activities. We do not make corporate political contributions in any market in which we operate.

-Research and Development, Regulatory, Quality

We are committed to developing and delivering innovative, cost-effective solutions that provide real benefits to Healthcare Professionals (HCPs) and their patients through improved treatments, ease and speed of product use, and reduced healthcare costs. We conduct research ethically and in accordance with applicable international standards.

Our products are designed to be safe and reliable for their intended use. We support responsible business practices that protect patients, their rights, and their safety. Our products comply with legal and regulatory requirements (FDA-EPA-ISO13485).

Our quality commitment means we hold ourselves and our suppliers accountable for the quality of our products. Employees and third parties have a responsibility to raise concerns about products and to report issues about which they become aware.

Submitting

a complaint is simple, just visit: <https://3bmedical.na2.teamsupport.com/dashboard>

-Privacy

Through the normal course of business, we may have access to Personal Information about our employees, our suppliers, and customers. We collect Personal Information for legitimate purposes. We are committed to protecting the privacy and security of Personal Information we collect using appropriate technical and organisational measures.

Employees are only allowed to access data containing Personal Information where required by their job function. We do not use data containing Personal Information unless there

is a specific legal basis for such use.

-Company Assets

We are all responsible for being the best owners of our Company. We all protect and/ or use Company assets wisely, including our equipment (including computers, telephones & electronic devices), facilities, data, systems, money and intellectual property.

We do not use Company assets for communications that violate this Code (e.g., to communicate any inappropriate, sexually explicit, derogatory or otherwise offensive jokes or statements, or to conduct business for another organisation). Incidental use of Company assets for personal matters is acceptable as long as it does not interfere with the performance of our roles or business activities.

-Confidential Information

Everyone has a duty to protect the confidentiality of 3B Medical Confidential Information and use it only for 3B Medical business purposes (and not, e.g., for personal advantage or enrichment). This applies even after the end of the individual's relationship with 3B Medical. We treat intellectual property as Confidential Information



+ -Collaboration

Collaboration is a pillar of our culture because breaking down silos and building a sense of unity can make incredible achievements happen.

To us, a great culture is based on teamwork, mutual trust and respect. And we show these attributes in all kinds of ways – including how we conduct ourselves with each other, with customers and with third parties, and the way we handle documents, records and conflicts of interest.

-Diversity and Inclusion

We are committed to building diversity in a working environment where every employee feels included, where everyone feels responsible for the performance and reputation of our Company, and where everyone treats each other with mutual trust and respect. We employ and promote employees solely on the basis

of the qualifications and abilities needed for performance of the work. We do not tolerate discrimination and provide equal opportunity based on merit.

-Government Interactions

From time to time, we are subject to inspections and/or audits by government bodies (FDA-Notified Body). We cooperate fully with all inspections/audits.

We don't obstruct or mislead inspectors and we don't delete or alter documents that are relevant to their investigation/ audit. We don't use our interactions with Government Officials to reward or influence decisions relating to our business.

-Conflict of Interest

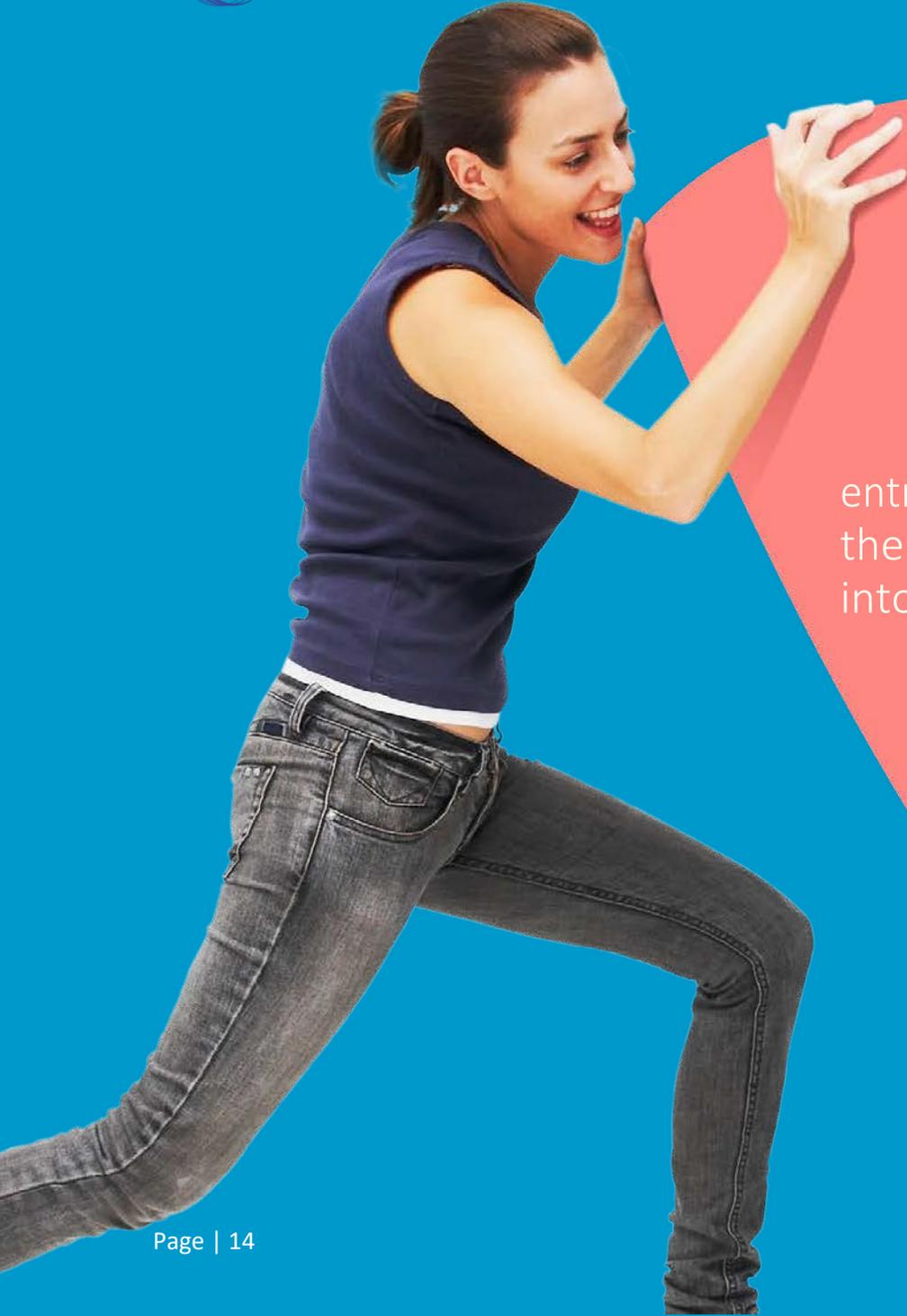
A conflict of interest happens when personal interests are not aligned with the interests of the Company. Examples include personal relationships between a manager and their employee or an employee having a personal or financial interest in a third party that

is working with 3B Medical. Both of these scenarios could present a conflict of interest. We should also avoid activities that have the appearance of a conflict and any potential conflict of interest must be disclosed to management, HR or Compliance.

-Antitrust/Fair Competition

We are committed to the promotion of fair competition globally and seek to earn customers through developing and improving our own products and services and distinguishing these from our competitors. We deal fairly with customers, suppliers and competitors.

We seek to engage with and strengthen our relationships with regulators, enhancing our reputation as a reliable and credible business partner.

A woman with dark hair in a ponytail, wearing a blue sleeveless top and dark jeans, is running from left to right. She is pushing against a large, semi-circular red shape that is part of the background design. She has a determined and energetic expression.

+ Courage

Courage is what gives us our entrepreneurial spirit. It's also what gives us the confidence to turn innovative thinking into reality.

Courage is what makes each of us hold ourselves accountable, behave ethically And with integrity. And courage is what Spurs us to take responsibility and Speak up when we see something That Does not reflect this code of Our Company.

