

# Code of Conduct

B. BRAUN GROUP

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# Principles

In accordance with our corporate strategy we, the family-owned B. Braun group, have adopted legal and corporate responsibilities within our corporate governance principles. Each of the B. Braun group companies are expected to abide by applicable laws and other regulations in the countries where it conducts business and perceives these as a minimum standard. Compliance for the B. Braun group extends beyond obeying the law and legal requirements. It also embraces the ethical values of integrity, fairness and sustainability and result in transparent actions both internally and externally.

This Code of Conduct outlines the basics for the ethical behaviour of all our employees and is mandatory for all our activities worldwide. This Code of Conduct is the basis of an overall B. Braun compliance management system. B. Braun group companies are required to enact the Code as a minimum standard. Countries shall carefully consider which principles of good corporate governance should be implemented in addition to the local national laws and regulations and shall supplement it by additional national or worldwide guidelines as applicable.

Sharing Expertise is B. Braun's promise to share, systematically expand and effectively use its medical expertise and knowledge in healthcare – in close and compliant dialogue with customers and partners. For our employees, 'Sharing Expertise' means contributing and constantly developing their own expertise and our company's expertise. Through ongoing interaction with external business partners, we are able to recognise the needs of the medical community and to improve patients' quality of life.

B. Braun SE - The Board

# 1. Conflicts of interest

We assure that private interests do not interfere with interests of our company.

A conflict of interest arises when an employee's private interest interferes or 'conflicts' with the duties as a B. Braun employee. The B. Braun group acknowledges and respects its employees' private interests and activities. Nonetheless, the B. Braun group expects undivided loyalty from all its employees. Employees may not engage in activities which could conflict with B. Braun group's business and could interfere with the employee's assigned job responsibilities, which always must be performed in B. Braun's best interests.

Employees may not use their position within B. Braun, or B. Braun's information or assets, for personal gain or to improperly benefit others. To avoid risks associated with conflicts of interest, including the appearance of a conflict of interest, B. Braun group employees are required to disclose any real or potential conflict of interest to their supervisor, to a designated department or to a committee which will address and resolve the conflict, as necessary.

## 2. Company's property and valuable assets

We protect the property, assets, and the business opportunities of our company, including but not limited to, know-how, patents, trademarks, real estate, and work equipment. The property and propriety values of the B. Braun group have been accrued through the hard work and dedication of B. Braun employees and form an integral part to the entrepreneurial actions and operations of the company.

All employees of the B. Braun group are expected to protect and preserve the company's property as well as its material and immaterial assets to ensure and promote the B. Braun group's continuing success and sustainable development.



### 3. Data protection and information security

We protect knowledge and know-how of our company by keeping all proprietary information confidential. We label all our company's business and trade secrets as strictly confidential.

If we need to disclose confidential information to third parties and/or our business partners, we also require them to keep such information confidential. We protect the personal data of our employees against unauthorised disclosure. Moreover, our employee's personal data is handled diligently and in compliance with all applicable internal and regulatory requirements. We take heightened precautions to protect confidential and personal data with specific technical, organisational, procedural and contractual measures to avoid unauthorised collection, use and processing.

## 4. Respect of human rights and diversity

We affirm our responsibility and our commitment for the compliance and promotion of human rights. The B. Braun group supports and respects the core labor standards of the International Labor Organization (ILO) and underlines this commitment by its declaration to respecting human rights.

We appreciate different perspectives, thoughts, experiences, and backgrounds. With diversity as a core value, our hiring, employment, and business decisions are never based on consideration of age, ethnic background, nationality, gender, gender identity, physical abilities, mental abilities, religion, world view, sexual orientation, social background, or any other characteristic that is protected by law.

B. Braun's employment practices provide equal opportunities for all employees. By strengthening an appreciative, inclusive, respectful, and equal working environment, we create a culture in which all our employees feel free to be who they are. We consider diversity an asset to achieve our vision of protecting and improving people's health around the world. To meet the diverse needs of our customers, we leverage our diversity in product design and communication.

We provide equal opportunity in compliance with law extending beyond legal compliance to create an environment that is considerate of all employees and customers regardless of the location B. Braun conducts business in.

## 5. Protecting the environment

We consider sustainable economic activities and preservation of natural resources as a contribution to environmental protection for current and future generations.

Complying with all environmental regulations and respecting the environment requires us to cautiously handle finite resources and to secure corporate success based on sustainability. Environmental responsibility and the conservation of energy both form an integral part to a production operating to world-class standards.

## 6. Health and work safety of our employees

We prioritise creating and maintaining a safe working environment for our employees. Our employees in executive positions are aware of their responsibilities and reflect these by leading by example. Management and employees commit themselves to ensure safety and effective operations.

Supervisors are responsible for ensuring that employees are appropriately trained in all health and safety procedures applicable to their work and roles. We conduct regular risk assessments to identify potential hazards in the workplace and thus continuously improve it. Our certified work, health, and safety protection management system covers all internal processes and thus guarantees the implementation of our highest standards. Proper surveillance is regularly conducted by internal and external auditors.

## 7. Corruption and bribery avoidance

We are committed to the highest standards in conducting our worldwide business practices. We neither provide illegal or unjustified benefits or advantages nor do we accept such benefits or advantages.

The healthcare industry is highly regulated. Misconduct may lead to significant negative consequences. At B. Braun, we avoid these by incorporating integrity and fair dealing into all our business activities. Every B. Braun employee is responsible to avoid corrupt activities and must at no time offer, promise, pay, or authorise any improper value or accept unfair advantages (such as money, goods, or services) to obtain or retain an improper advantage when transacting company business.

This applies to all business relationships, including business partners and all other third parties acting on our behalf. Third party requests for charitable donations, funds for educational programs or product donations will be granted only in accordance with any statutory provisions and the relevant B. Braun policies. By this we ensure that all grants are independent of business pressure and are documented, transparent and comply with Fair Market Value. If we cannot do something fairly, we will not do it at all. No advantageous transaction justifies a violation of law.

## 8. Fair competition and dealing

We seek to outperform our competition through superior performance in a fair and honest manner, as opposed to unethical or illegal business practices. The B. Braun group complies with all national and international trade control and embargo laws.

We deal fairly with our partners, competitors, patients, government authorities and employees. We promote open competition and engage in it fairly and transparently. We rely on the quality of our products and services and reject unfair or illegal market practices, in particular any collusion or appearance of collusion with business partners that could impair free competition. As a global company, B. Braun complies with the laws of each jurisdiction in which it conducts business as well as applicable international requirements. Moreover, we adhere to the additional export and trade restrictions, including embargos, which have been enacted by some jurisdictions under the ambit of the United Nations, B. Braun is committed to combat organised crime and terrorist financing by only conducting business with legally compliant business partners.

## 9. Quality

As a family-owned business, we act sustainably and innovative to develop future-oriented products, processes and services which are able to handle the rapidly growing requirements of the healthcare market. Our solutions are designed to protect and improve the health of people around the world. This requires products and services that are safe and reliable in their use and meet the highest quality standards in their function. To do so, we are in a constructive dialogue with doctors, health care professionals, patients, governments, and authorities. To secure the trust of our customers and further promote patient safety and satisfaction all B. Braun employees are responsible for product and service quality.

**Quality Policy:** All B. Braun employees and the management are strongly committed to our culture of quality and promote continuous improvement. Our compliant and effective processes as well as our responsible, sustainable and value-oriented acting ensure highest quality throughout all our activities.

With our global quality management systems, we ensure that the international requirements, regulations, laws, and applicable standards are met to realise continuous market access of our products and services.

We strive for Quality Excellence towards patients, customers, partners, and employees by

- adapting integrated risk-based approaches to ensure excellent quality, safe and sustainable products, process simplification and service excellence
- utilising technologies to continuously ensure regulatory and quality compliance
- standardisation, digitalisation, and continuous monitoring, analysis, and optimisation of quality systems, processes, and methodologies
- enhancing the knowledge and expertise of our employees to ensure the adaption of new technologies, data digitalisation, and support continual compliance to changing regulatory requirements.



## 10. Sustainability

We are committed to sustainably utilise our resources economically, environmentally, and socially to follow our vision of protecting and improving people's health around the world. We strive to fully integrate sustainability into all we do: in our solutions, our internal processes, and our social commitments.

With sustainability as one of our core values, we take business decisions with present and future generations in mind. Thus, committing ourselves to our common standards and global targets and bringing them to life with local contributions. The constant exchange of expertise and knowledge in our departments enables us to implement sustainable solutions throughout B. Braun's entire value creation cycle.

# Compliance program and procedure

The management of each B. Braun group company is responsible for establishing, maintaining, and continually improving a local compliance program, in accordance with company requirements of the Group Compliance Office (and any local jurisdictional rules and regulations applicable to them).

The compliance program includes the appointment of a Compliance Officer, at times supported by a local compliance committee, the communication and the training on our Code of Conduct, continuous monitoring of the company's compliance status, regular and periodic written status reports, and the creation of reporting channels to encourage employees and third parties to report any suspected violations of the Code of Conduct or suspected violations of law. All reports of suspected non-compliance can be submitted verbally or in writing to our local compliance contacts via their email addresses and telephone numbers published on our external and internal B. Braun websites. They will be investigated appropriately, and corrective action will be taken as needed to further enhance the compliance management system. Any confidential communication with the informant is ensured to be compliant with data protection and in accordance with the relevant legal requirements. The B. Braun group prohibits any retaliation against an employee or third party for reporting a violation or suspected violation in good faith.

We operate in a highly regulated industry that requires strict compliance with laws, rules, standards, and regulations that can be complex. Non-compliance may result in reputational damage and significant penalties for the company, the management, or an employee. This Code provides guidance to avoid violations while conducting business fairly and in compliance with law.

To ensure compliance, all employees of B. Braun are required to report any potential violation of the Code of Conduct or the law. The rules and regulations for reporting and processing potential non-compliance matters are embedded in our corporate guidelines accessible to all B. Braun employees. Appropriate communication channels have been established which are managed by the Compliance Officers.

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