

# Code of Conduct for Suppliers

***Gemini Surgical UK Ltd expects all suppliers to adhere to the same ethical code of conduct. The following Supplier Code of Conduct has been created based on the United Nations Global compact.***

- 1. Supplier Relationships:** The provisions of this code of conduct sets forth the expectations of all suppliers with whom Gemini Surgical UK enters business with. These principles apply to suppliers, parent entities, subsidiary and affiliate entities, in addition to others they do business including employees, subcontractors and any other third parties. Gemini Surgical UK expects that all suppliers ensure that this code of conduct is communicated to employees and sub-contractors and it is relayed in a manner that is understood by all concerned.
- 2. Laws and Ethical Standards:** All supplier shall comply with all laws applicable to its business and the country in which it operates.
- 3. Discrimination:** Gemini Surgical UK expects all suppliers to follow all relevant legislation, regulations and directives in the country in which they operate in respect of discrimination including hiring and employment legislation on the grounds of race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.
- 4. Child Labour:** Gemini Surgical UK expects all suppliers at a minimum not to engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child. The minimum admission to employment or work shall not be less than the age of completion of compulsory schooling usually not less than 15 years or 14 where the local law of the country permits, deferring to the greatest age. All young workers must be protected from performing any work that is likely to be hazardous or to interfere with the child's education or that may be harmful to the your worker's health or wellbeing.
- 5. Human Rights:** Gemini Surgical UK expects all suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuse.
- 6. Health and Safety:** Gemini Surgical expects all suppliers to follow all relevant legislation, regulations and directives in the country in which they operate to ensure a safe and healthy workplace or any other location where production or work is undertaken.
- 7. Working Hours:** Gemini Surgical UK expects all suppliers to comply with all applicable working hour requirements as established by local law.
- 8. Anti-Corruption:** All suppliers shall operate in accordance with international ant-corruption standards as stated in the United Nations Global Compact and local

anti-corruption and bribery laws. The supplier shall not offer services, gifts or benefits to Gemini Surgical UK employees in an attempt to influence that employees conduct in representing Gemini Surgical UK.

9. **Human Trafficking:** Gemini Surgical UK expects all suppliers to operate in accordance with international policy and prohibit all forms of human trafficking.
10. **Slavery, Servitude, Forced or Compulsory Labour:** Gemini Surgical UK expects all suppliers to prohibit any use of slavery in line with the Modern Day Slavery Act 2015.
11. **Compliance:** Gemini Surgical reserves the right upon reasonable notice to check a supplier's compliance with the requirements of this code of conduct and the supplier agrees that they are responsible for controlling their own supply chain.

## AGREEMENT

On behalf of GEMINI SURGICAL UK LTD

We agree to abide by the requirements of this code of conduct supplier policy issued by Gemini Surgical UK Ltd.

Signed:-



Name:-

Paula Leonard

Position:-

Managing Director