

CODE OF CONDUCT

Mölnlycke Health Care Policy

FOR SUPPLIERS

Mölnlycke lives by a corporate Code of Conduct that reflects the company's core values of passion, learning and integrity. Mölnlycke demands honesty and integrity in all parts of its business and expects the same from its business partners.

All suppliers to Mölnlycke are required to follow the requirements in this code of conduct policy. It is also expected that all Mölnlycke suppliers apply a similar code of conduct in their relationships with their suppliers.

Mölnlycke's guidelines for code of conduct, for employees and business partners including suppliers, are based on the principles outlined in the following documents:

- the United Nations' Declaration on Human rights
- United Nations' Global Compact and Agenda 21
- the OECD Guidelines for multinational companies
- relevant ILO (International Labour Organisation) conventions

Suppliers shall not be either directly or indirectly involved in, promoting, sponsoring or ignoring situations that entail violations of human rights; suppliers are expected to respect employees and their rights. More specifically, Mölnlycke has the following requirements on its suppliers:

Health and safety

A safe and healthy work environment that is in compliance with local laws and regulations shall be provided for all employees. The supplier shall provide effective health and safety instructions to employees on a regular basis. Appropriate personal protective equipment should be distributed to all employees at the expense of the supplier. Employees shall be able to report complaints about their working conditions without risking any negative consequences or retaliation as a result of doing so.

The supplier shall provide, for use by all employees, access to clean toilet facilities and drinking water. The supplier shall ensure that any dormitory facilities provided for employees are clean, safe and meet the basic needs of the employees.

The supplier shall make sure that the premises contain adequate, working fire extinguishers, clearly marked exit doors and evacuation plans in the local language in case of fire. Moreover, first aid kits should be available throughout the facility.

Child labour

No form of child labor is accepted. The definition of child is any person less than 15 years, unless local minimum-age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. If, however, local minimum-age law is set at 14 years in accordance with developing country exceptions under ILO Convention 138, the lower age will apply.

Forced and compulsory labour

It is not acceptable to engage in or support the use of forced or compulsory labour, nor shall any employee be required to pay deposits or lodge identity papers when commencing employment.

Freedom of association

The suppliers to Mölnlycke shall ensure that employees are not prevented from associating freely under the ILO Conventions 87 and 98. In situations where the right to freedom of association are restricted under local law, the supplier shall allow employees to freely elect their own representative.

Discrimination

There shall be no restriction in employment based on gender, age, sexual orientation, race, colour, religion, ethnicity, social origin, disability, political opinion or any other basis.

Working hours

The supplier shall comply with local laws and industry standards on working hours and public holidays. Overtime shall be voluntary and payment shall be made according to local laws and regulations.

Remuneration

The supplier shall respect the right of employees to a living wage and ensure that wages paid for a normal work week shall always meet at least legal or industry minimum standards and shall be sufficient to meet the basic needs of employees.

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