



Supplier Code of Conduct

Contents

- 1. Purpose..... 3
- 2. Compliance with Laws and Regulations 3
- 3. Ethical Business Practices 3
- 4. Labor Standards 3
- 5. Environmental Responsibility 3
- 6. Health and Safety..... 3
- 7. Confidentiality and Intellectual Property 3
- 8. Diversity and Inclusion 3
- 9. Monitoring and Compliance..... 3
- 10. Reporting Violations..... 4
- Revision History 5
- Distribution 5
- Approval..... 5

1. Purpose

At Dedicare, we hold ourselves and our suppliers to the highest ethical and social standards. Our commitment to integrity, respect, and responsibility extends throughout our supply chain. This Supplier Code of Conduct outlines the principles and expectations we uphold, and we require our suppliers to adhere to these standards.

2. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards in the regions where they operate or conduct business on behalf of Dedicare.

3. Ethical Business Practices

Suppliers are expected to conduct their business with integrity, honesty, and fairness. This includes prohibiting bribery, corruption, and unethical business practices.

4. Labor Standards

Suppliers must uphold fundamental human rights and treat workers with dignity and respect. This encompasses fair wages, reasonable working hours, safe working conditions, and the prohibition of child labor and forced labor.

5. Environmental Responsibility

We encourage our suppliers to minimize their environmental impact by promoting sustainable practices, reducing waste, conserving resources, and complying with relevant environmental regulations.

6. Health and Safety

Suppliers must prioritize the health and safety of their employees, providing a safe and healthy work environment and implementing measures to prevent accidents and injuries.

7. Confidentiality and Intellectual Property

Suppliers must respect the confidentiality of Dedicare's information and intellectual property rights, refraining from unauthorized disclosure or use of proprietary information.

8. Diversity and Inclusion

We value diversity and inclusion. Suppliers are encouraged to promote diversity and equal opportunities within their workforce, fostering an environment free from discrimination.

9. Monitoring and Compliance

Dedicare reserves the right to assess supplier compliance with this Code of Conduct through audits, evaluations, and discussions. Non-compliance may result in corrective action, including termination of the supplier relationship.

10. Reporting Violations

Suppliers are encouraged to report any suspected violations of this Code of Conduct promptly. Reports can be made confidentially and without fear of retaliation.

By working with Dedicare, suppliers agree to comply with this Supplier Code of Conduct and actively promote these principles within their own operations and supply chains.

This example serves as a basic outline. Specific companies might include more detailed requirements or customize the code to align with their industry, values, and specific concerns.

**Dedicare is one of Europe's
leading recruitment and staffing
providers in healthcare, life
science and social work**

DEDICARE