

SUBJECT	CODE OF CONDUCT	SHEET #	CODECONDUITE.FIE
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## UNIMED ACTIVITIES

UNIMED is an industrial manufacturing company with the following activities:

**Contract manufacturer of needles and customized micromechanical components made of metals for medical devices.**

**Manufacture of veterinary needles, industrial needles and micromechanical components made of metals.  
Contract manufacturer of customized needles and micromechanical components made of metals.**

## LEGISLATION & COMPLIANCE

UNIMED guarantees to comply with all applicable Swiss legislation covering all topics of this code of conduct.

Topic	Swiss law	
Human and labour rights	Federal law on work in industry, crafts and commerce	822.11 (LTr)
Material compliance	Federal law on product safety	930.11 (LSPro)
Business ethics	--	--
Health and safety	Federal law on accident-insurance	832.20 (LAA)
Environment	Federal law on environmental protection	814.01 (LPE)

## HUMAN & LABOUR RIGHTS

UNIMED entirely respects the following matters.

- Not tolerate child labour.
- Protect young employee.
- Protect employee's integrity.
- Not allowing any discrimination, harassment, intimidation or abuse.
- Respect the Swiss law in term of holidays, working hours and compensation.
- Not tolerate any forms of modern slavery or forced labour.

## MATERIAL COMPLIANCE

UNIMED certifies by its best knowledge that these products are free from or within the acceptance criteria for any substances concerned by the following current regulations, directives and acts.

- RoHS EU Directives (2015/863).
- REACH substances of very high concern (SVHC) EU Regulation (1907/2006).
- Bovine Spongiform Encephalopathy (BSE) and Transmissible Spongiform Encephalopathy (TSE) EU Regulation (999/2001).
- Conflict Mineral - Dodd-Frank Wall Street Reform and Consumer Protection Act (2010).
- Latex and Di-(2-ethylexyl) phthalate (DEHP) Substance.
- US California Proposition 65 - Safe Drinking Water and Toxic Enforcement Act of 1986.
- Canadian Environmental Protection Act (CEPA).
- Medicinal substance and human blood-derived products.
- Nitrosamine impurities or nitrosating agents.

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- Per and polyfluoroalkyl (PAFSs)- i.e, contains fully fluorinated methyl (CF3) or methylene (CF2) carbon atom (without any H/Cl/Br/I attached to it).
- Persistent Organic Pollutant (POP).
- Bisphenol A (BPA) substance.

## BUSINESS ETHICS

UNIMED entirely respects the following matters.

- Respect of the financial rules given by the Swiss law.
- No financial fraud.
- No corruption, received or given by any other parties.
- No conflict of interest between UNIMED and any others parties.
- Fair competition on the market.
- Respect data privacy to guarantee confidentiality for customers, suppliers, employees and any others parties.
- No business relationship concerning products that can fall under the Dual-Use regulation (EU 2021/821).

## HEALTH & SAFETY

UNIMED entirely respects the following matters.

- Respect of the health and safety concept from the Federal Coordination Commission for Safety at Work (CFST).
- Protect employee from professional accident or illness.
- Provide appropriate accommodation from activities with potential exposure.
- Prevent employee from any physiological risk.
- Protect pregnant woman against exposed work.
- Stock specifically hazardous material.

## ENVIRONEMENT

UNIMED entirely respects the following matters.

- Use green energy.
- Prevent any risk of pollution by using appropriate storage and handling.
- Treat internally in an appropriate manner the water waste.
- Stock specifically hazardous material.
- Eliminate hazardous material in an appropriate manner.

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