



Business Partner Code of Business Conduct

GEKA GmbH is a member of the medmix AG family of companies. medmix AG maintains a compliance program requiring all medmix group companies (hereinafter individually and collectively "medmix") to behave ethically and in a compliant manner, and all medmix employees to declare their adherence to the medmix Code of Business Conduct in writing. Further, medmix is a member of the UN Global Compact. medmix agents, distributors, resellers and suppliers (individually and collectively a "Business Partner") shall ensure that their organizations and third parties with whom they transact medmix business act in line with the ethics and compliance standards applied by medmix.

Business Partner commits to adhere to the principles outlined below when engaged in medmix related business. Accordingly, Business Partner shall:

1. Comply with all applicable laws, rules, statutes and regulations, including but not limited to all applicable anti-corruption, anti-bribery, antitrust, competition (including unfair competition), and criminal laws.
2. Respect the 10 Principles of the UN Global Compact, such as but not limited to not using child or forced labor, respect internationally recognized human rights, not discriminate in respect of employment, act responsibly regarding the environment, and actively work against corruption in all forms, including extortion and bribery.
3. Respect the personal dignity, privacy, and rights of each individual and prohibit behavior that is coercive, sexual, threatening, abusive or exploitative.
4. International Trade restrictions and Boycotts.
 - A. It is the policy of medmix to comply fully with the prohibitions and requirements of international trade laws and regulations, including economic sanctions, export controls, import requirements, and antiboycott rules.
 - B. Business Partner and its agents and subcontractors shall likewise act in full compliance with the prohibitions and requirements of international trade laws and regulations, including economic sanctions, export controls, import requirements, and antiboycott rules when engaged in any medmix related business.
 - C. Without limiting the generality of the foregoing, Business Partner hereby represents and warrants that neither Business Partner, nor any of its agents and subcontractors engaged in medmix related business has been or is currently debarred, suspended or otherwise prohibited or restricted from exporting, re-exporting, receiving, purchasing, processing or otherwise obtaining any item, product, article, commodity, software, or technology regulated by any agency having jurisdiction over or in connection with medmix business.
5. Promptly inform medmix in the event of any known or suspected violations of this Business Partner Code of Business Conduct by Business Partner or any of its agents and/or subcontractors engaged in medmix business.
6. Grant medmix access to relevant documents in case of reasonable suspicion of violation of this Business Partner Code of Business Conduct.
7. Agree to on-site visits and audits executed by medmix or a medmix retained external service provider in case of suspicions of a violation of this Business Partner Code of Business Conduct.
8. Grant medmix the right to terminate any business collaboration with Business Partner and all respective agreements in case Business Partner does not implement corrective actions in case of breaches of this Business Partner Code of Business Conduct.

Full name

Business Partner Organization or Company

Business Partner Representative

(signature)

Business Partner Representative

(Printed Name)

Date
