

## Code of Conduct

### Preamble

**NOBAMED Paul Danz AG** sees itself as part of an internationally integrated economy and, as a company, is part of the countries and their companies in which NOBAMED Paul Danz AG operates.

NOBAMED Paul Danz AG follows the basic understanding of the "honorable businessman" and is committed to its responsibility as a company.

- NOBAMED Paul Danz AG monitors the direct and indirect effects of its business activities on the environment and society and endeavors to achieve an appropriate balance between economic, ecological and social interests.
- NOBAMED Paul Danz AG acts in accordance with generally recognized values and principles, complies with the law and in particular observes internationally recognized human rights and labor standards as set out below.
- NOBAMED Paul Danz AG stands for the objectives and contents of the Code of Conduct and will make all appropriate and reasonable efforts within the scope of its respective legal and actual possibilities to continuously comply with the voluntary self-commitment at all its company locations.

If existing national regulations contradict the contents of the Code of Conduct or if the national context makes it impossible to comply with them without restriction, NOBAMED Paul Danz AG will look for ways to comply with the requirements of the Code of Conduct as far as possible.

### Ethical / moral commitment and integrity

NOBAMED Paul Danz AG pursues exclusively legal business objectives and practices and maintains business relationships only with reputable partners.

NOBAMED Paul Danz AG treats its business partners and customers fairly and with respect. NOBAMED Paul Danz AG respects different legal, economic, social and cultural backgrounds and the special circumstances of the countries and regions in which NOBAMED Paul Danz AG operates. NOBAMED Paul Danz AG respects the law and the laws of the countries and regions in which business activities take place.

NOBAMED Paul Danz AG always bases its business activities on generally accepted ethical values and principles, including integrity and respect for human dignity.

NOBAMED Paul Danz AG builds on free and fair world trade.

### **Corruption, trade control, money laundering**

NOBAMED Paul Danz AG rejects any form of bribery and corruption. To this end we avoid any appearance of this - be it in the form of granting or accepting unfair advantages. NOBAMED Paul Danz AG acts in accordance with the applicable import and export control regulations and complies with the legal requirements for the prevention of money laundering.

### **Fair competition**

NOBAMED Paul Danz AG is committed to free and fair competition. NOBAMED Paul Danz AG does not tolerate any anti-competitive agreements and ensures that the company acts in accordance with the applicable antitrust laws. NOBAMED Paul Danz AG rejects competitive advantages through unfair business practices.

### **Handling of personal data, protection of confidential information and intellectual property**

NOBAMED Paul Danz AG respects the personal rights of its employees, business partners and customers and complies with the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information.

NOBAMED Paul Danz AG protects entrusted business secrets and other confidential information of its business partners and customers from unauthorized acquisition, use and disclosure, at least in accordance with the relevant statutory provisions for the protection of business secrets.

NOBAMED Paul Danz AG respects the intellectual property of its business partners, customers and other third parties and ensures that sufficient precautions are taken to protect intellectual property rights when exchanging know-how and technologies.

### **Safeguarding consumer interests**

NOBAMED Paul Danz AG is a manufacturer of medical devices, personal protective equipment and consumer products. The company is therefore subject to numerous regulations and provisions for the protection of patients, professional users and consumers.

We continuously improve the quality of our products and services. When developing,

manufacturing and selling our products, we ensure that the requirements of our quality management system and the applicable regulations are complied with.

We ensure that all legal requirements are met so that our products comply with the necessary safety standards and regulatory requirements. In the event of complaints or incidents, we act quickly and competently.

Where products and services of NOBAMED Paul Danz AG the interests of consumers, suitable measures are taken to ensure the safety and quality of the products or services.

NOBAMED Paul Danz AG ensures that the products or services comply with the relevant statutory consumer protection provisions.

NOBAMED Paul Danz AG takes consumer interests into account in its information and sales activities by applying the legal requirements for fair business, marketing and advertising practices and consumer education.

### **Ecological responsibility and commitment**

The protection and preservation of the natural foundations of life concerns and obliges us all. With this in mind NOBAMED Paul Danz AG conducts its business activities in an ecologically responsible manner and is committed to the goal of a climate-neutral future.

### **Protecting the environment and climate**

NOBAMED Paul Danz AG assumes its ecological responsibility by applying the applicable legal requirements and recognized standards for the protection of the environment and climate. NOBAMED Paul Danz AG is working to continuously reduce the negative impact of its business activities on the environment and climate.

NOBAMED Paul Danz AG applies applicable law and takes appropriate measures that are based on legal and internationally recognized standards and cover the following topics, among others:

- Proper / professional and responsible handling of hazardous substances, chemicals and waste, including their disposal
- Measures to reduce or avoid waste
- Minimizing emissions from operational processes (e.g. waste water, exhaust air, noise, greenhouse gases)
- Conserving natural resources, for example through measures to save water,

chemicals and other raw materials and promoting the circular economy

- Use of climate and environmentally friendly technologies, processes, raw materials and products
- Measures to increase energy efficiency and the share of renewable energies in energy consumption at company locations.

### **Animal and species protection**

NOBAMED Paul Danz AG observes the principles for the protection of animals and biodiversity and aligns its business activities accordingly. The keeping and use of animals must comply with the applicable legal animal welfare requirements and be species-appropriate. The Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora is the guiding principle here.

### **Human rights and labor standards**

Human dignity is inviolable. That is why NOBAMED Paul Danz AG respects the internationally recognized human rights set out in the United Nations Universal Declaration of Human Rights.

NOBAMED Paul Danz AG complies with the internationally recognized labour standards of the International Labour Organization (ILO), as set out below in the Code of Conduct.

In all its business activities, NOBAMED Paul Danz AG endeavors to neither cause nor contribute to human rights violations. NOBAMED Paul Danz AG expects the same from its business partners. As far as necessary and possible, NOBAMED Paul Danz AG supports its suppliers in this respect.

### **Employment relationships**

NOBAMED Paul Danz AG treats its employees with respect. NOBAMED Paul Danz AG rejects any form of unlawful punishment, abuse, harassment, intimidation or other unworthy treatment of employees.

NOBAMED Paul Danz AG applies the applicable labor law to all employment relationships and expects the same from its contractual partners. At the beginning of the employment relationship, employees must be provided with comprehensible information about the essential working conditions, including their rights and obligations, working hours, remuneration and payment and settlement modalities.

NOBAMED Paul Danz AG respects and protects the right of employees to terminate their employment relationship in compliance with the relevant notice period.

### **Rejecting child labor and protecting young workers**

NOBAMED Paul Danz AG does not tolerate child labor and observes the applicable legal minimum age for employment. In any case, NOBAMED Paul Danz AG does not employ persons under the age at which the general compulsory education ends according to the law of the place of employment and under the age of 15. Internships are organized in accordance with the statutory provisions.

NOBAMED Paul Danz AG expects its contractual partners to have adequate means of determining age in order to prevent child labor. If child labor is detected, all necessary measures must be immediately to focus on the welfare, protection and development of the child.

The rights of young employees under the age of 18 must be observed; they may only be employed if it is ensured that the working and employment conditions neither pose a risk to their health, safety or morals nor are harmful to their development.

### **Rejection of forced labor**

NOBAMED Paul Danz AG rejects forced or compulsory labor in any form. This also applies to any form of debt bondage, serfdom, slavery or slavery-like practices, human trafficking and extends to all forms of involuntary labor and services that are not compatible with internationally recognized labor and social standards.

### **Principles of remuneration**

NOBAMED Paul Danz AG applies the statutory or - where applicable - collectively agreed provisions for the remuneration of work.

NOBAMED Paul Danz AG ensures that the payment of employees in the company does not fall below the applicable statutory minimum wage or, if applicable, the collectively agreed minimum wage or the minimum wage customary in the industry. In countries or regions without a statutory or collectively agreed wage framework, NOBAMED Paul Danz AG ensures that the wages paid for regular full-time work are sufficient to meet the basic needs of the employees. NOBAMED Paul Danz AG will not tolerate wage deductions that are not permitted by law, including wage deductions as a disciplinary measure.

### **Working hours**

NOBAMED Paul Danz AG applies the statutory or applicable collectively agreed provisions on working hours, including overtime, rest breaks and vacation.

NOBAMED Paul Danz AG ensures that the regular weekly working time plus maximum possible overtime is not exceeded, working time regulations are observed.

### **Freedom of association**

NOBAMED Paul Danz AG respects the right of employees to freedom of association and freedom of assembly as well as the right to collective bargaining and collective bargaining, insofar as this is legally permissible and possible in the respective country of employment. If this is not permissible, NOBAMED Paul Danz AG will seek appropriate compromises for its employees.

### **Diversity and inclusion, prohibition of discrimination**

NOBAMED Paul Danz AG values the diversity of its employees and promotes a working environment that enables inclusion. Therefore, NOBAMED Paul Danz AG is committed to equal opportunities and rejects any form of discrimination and unequal treatment based on national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or belief.

NOBAMED Paul Danz AG lives by the principle of equal pay for male and female employees for work of equal value.

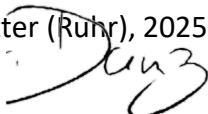
### **Health and safety in the workplace**

NOBAMED Paul Danz AG observes national and international occupational health and safety standards. NOBAMED Paul Danz AG ensures a safe and healthy working environment (avoiding accidents, injuries and work-related illnesses) in order to maintain the safety and health of its employees and third parties.

**NOBAMED Paul Danz AG**

**Executive Board**

Wetter (Ruhr), 2025-02-24

A handwritten signature in black ink, appearing to be 'Dan3', is written over the date.