



Laerdal Medical **Distributor** Code of Conduct

Laerdal Medical has implemented a Code of Conduct which formulates the minimum requirements of ethical behavior for Laerdal corporate management, Laerdal employees, as well as Distributors, consultants and contract workers who provide products or services to our organizations on a global basis.

We expect that our Distributors will share and accept the letter and spirit of our commitment to high ethical standards, including compliance with all applicable laws and regulations.

We understand and accept that suppliers are independent entities; however, business practices of third parties may impact or reflect upon Laerdal. Therefore, we have established the Laerdal Medical Distributor Code of Conduct which sets forth the business conduct standards we expect all Distributors and their employees, to adhere to, while engaged in business with us or on our behalf.

Where they exist, the Distributors own written Code of Conduct may replace Laerdal's Distributor Code of Conduct, if they are consistent with these standards, and are provided to the responsible Laerdal representative.

Business Conduct Standards

Laerdal Medical expects its Distributors to conduct their business responsibly, with integrity and honesty and to adhere to the following standards:

1. **Compliance with applicable laws**
Distributors are required to comply with all applicable laws, regulations and codes in the countries of operation.
2. **A Workplace Free of Forced or Involuntary Labor**
Distributors shall not use forced, bonded, indentured labor or involuntary prison labor under any circumstances.
3. **A Workplace Free of Child Labor**
Distributors will not use child labor. "Child" refers to any person employed under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever provides the greatest protection. Laerdal supports the use of legitimate workplace apprenticeship or intern programs which comply with all laws and regulations applicable to such intern or apprenticeship programs.
4. **A Workplace Free from Discrimination**
Distributors will not discriminate in the hiring process or employment policies such as promotions, rewards and access to training, based on race, ethnicity, color, age, religion, sexual orientation, disability, gender, political affiliation, union membership marital status, or any other protected characteristic under the law.

5. **Wages, Working Hours and Benefits**
Distributors shall, at a minimum, comply with all applicable laws relating to minimum wages, working hours, overtime compensation and legally mandated benefits.
6. **Freedom of Association**
Distributors shall respect the right of workers to associate freely, to join or not join unions, to seek representation, and/or join other worker's organizations in accordance with local laws and regulations.
7. **A Safe and Healthy Workplace**
Distributors will provide a safe and healthy workplace in compliance with applicable laws and regulations.
8. **Protection of the Environment**
Distributors will conduct their business operations with care for the environment and comply with all applicable environmental laws and regulations.
9. **Intellectual Property**
Distributors shall not share Laerdal's intellectual property or confidential information or any other information they acquire with respect to Laerdal's business. Transfer of technology and knowhow is to be done in a manner that protects all parties' intellectual property rights.
10. **Ethical Dealings**
Distributors must comply with all applicable laws regarding bribery, corruption and prohibited business practices and shall respect Laerdal's policies regarding gifts and entertainment and conflicts of interest when dealing with Laerdal employees.

Laerdal Medical
Distributor Management Nordic

Stavanger, Stockholm, Copenhagen and Helsinki
December 2020