



Supplier Code of Conduct

Beeken Biomedical is dedicated to providing health care professionals and patients with uncompromised quality products.

*Our core products are **FDA-cleared** and tested. We understand listening to customer needs and meeting market needs is key to continued product improvement.*

*Beeken Biomedical strives for product improvement, meeting applicable requirements and maintenance of an effective QMS. **“We care about our customers”**.*

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1. Purpose

Beeken Biomedical is committed to conducting our business in a lawful and ethical manner, and our suppliers should commit to the same principles. This Supplier Code of Conduct has been prepared to establish expectations for Beeken suppliers.

Each Beeken supplier should comply with this Supplier Code of Conduct by requiring that your employees comply with your own code of conduct or similar policies. Beeken suppliers must also comply with the Quality Agreement provided by Beeken which is applicable to products and services provided by the supplier to Beeken.



2. General Principles

2.1. Private Information and Non-Disclosure

Beeken suppliers must maintain the confidentiality of information entrusted to them by Beeken, except when disclosure is authorized or required by law. All technical or business-related contracts, drawings, and information, provided in any form from Beeken to the supplier should be treated as confidential, if not stated in another way, and should not be forwarded to third parties if not approved by Beeken. If needed, a separate, detailed Non-Disclosure Agreement will be appointed between supplier and Beeken. Beeken suppliers must ensure that employee privacy rights are protected.

2.2. Quality Audits

Beeken has the authority to perform announced audits in alignment with its audit plan. Beeken suppliers shall allow the Beeken Notified Body and the Competent Authority of Beeken to examine technical documentation held by the supplier for products specifically supplied to Beeken. Samples may be requested for evaluation depending on the Beeken Notified Body and the Competent Authority's request. Beeken may terminate its relationships with any supplier that violates this Supplier Code of Conduct or does not comply with our audits.

3. People and Labor

3.1. Equal Opportunity Employment Policy

Beeken is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment based on an individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Beeken suppliers must abide by the same principles.

3.2. Harassment and Non-Discrimination

Beeken prohibits and will not tolerate harassment based on race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Beeken suppliers must abide by the same principles. Beeken suppliers must not engage in or permit physical, verbal, or mental abuse or coercion, including threats of violence, sexual harassment, and other forms of coercion or harassment of employees.

3.3. Child Labor

Beeken adheres to all Fair Labor Standards Act (FLSA) standards on child labor. Beeken suppliers must comply with the same standards. These include the minimum employment age of 14 for non-agricultural work, maximum weekly hours for employees under 16, and minimum hazardous job employment age of 18.

3. People and Labor

3.4. Forced Labor

Beeken suppliers must not use forced labor, including slave, prison, bonded or otherwise. Working must be voluntary, and employees must be free to leave work and terminate their employment with reasonable notice. Beeken suppliers must not withhold personal property, passports, wages, training certificates or any other document for inappropriate reasons.

3.5. Wages and Benefits

Beeken suppliers must pay their employees in a timely manner and provide compensation that satisfies applicable laws and regulations, including those related to minimum wage and overtime hours. Beeken suppliers must provide benefits to their employees.

3.6. Working Hours

Beeken suppliers must comply with the applicable laws and regulations regarding working hours for employees, including overtime hours. Working hours must not exceed the maximum amount permitted by law.

4. Health and Safety

4.1. Occupational Health and Safety

Safety in the workplace is Beeken's number one priority, and Beeken suppliers must commit to providing their employees with a safe and healthy workplace in compliance with applicable laws and regulations. Suppliers should provide safe work procedures, appropriate controls, preventative maintenance, and necessary technical protective measures to ensure health and safety in the workplace. Suppliers should take steps to prevent exposure to chemical and physical safety hazards to prevent injury to their employees. Suppliers must provide employees with appropriate personal protective equipment. Employees should be trained on safety procedures, and suppliers should make safety information available to employees. Training should be required for emergency procedures including fire protection, emergency plans, and drills.

5. Environment

5.1. Environmental Protection

Beeken suppliers must operate in a manner that is protective of the environment and comply with applicable laws and regulations regarding hazardous materials, air emissions, waste, and wastewater discharges. Any activity that has the potential to impact human or environmental health must be properly managed, measured, and controlled. Suppliers must identify materials being released that pose a threat to the environment and manage them appropriately. Beeken suppliers must obtain and maintain required environmental permits and registrations and follow the requirements of such permits.

6. Product and Process

6.1. Product Safety

Beeken products must be manufactured in a manner that meets or exceeds the expectations of Beeken and our customers as reflected in both this code of conduct and the Quality Agreement. Suppliers must comply with product safety regulations and communicate product handling requirements to employees. Suppliers should emphasize the importance of hygiene to their employees when handling Beeken products.

6.2. Process Safety

Beeken suppliers must have safety programs in place for maintaining production processes in accordance with safety standards. Employees must be trained on and follow process procedures put in place. Assessments on processes should be conducted regularly to prevent safety incidents.

