



# Human Rights Declaration

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## 01. Our human rights responsibility

MEDISTYLE is full-service supplier for hospitals and other healthcare facilities. MEDISTYLE's international service portfolio covers the entire value chain, from project development, planning, construction and complete equipment of healthcare facilities. Whether this involves technical, medical, commercial, infrastructural or high-end services at MEDISTYLE, we are continuously working to promote people's health and improve patients' quality of life, from prevention to acute care, rehabilitation and nursing.

As defined in our MEDISTYLE Code of Conduct, we consider it part of our corporate responsibility to conduct business in an ethical and responsible manner. This includes respecting internationally recognized human rights, protecting the environment and using resources efficiently. In doing so, we are guided by international standards and applicable legislation. <sup>1</sup>

This document acknowledges our commitment to supporting, protecting and promoting human rights and closely related environmental issues - in the following collectively referred to as "human rights", reflects the further development of our efforts to embed human rights in our business activities and complements other relevant policies where applicable.

The principles set out in this statement apply to all our business activities and to all employees of the MEDISTYLE.

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<sup>1</sup> Our commitment outlined in this statement is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPR) and relevant internationally recognized human rights standards and frameworks, such as the United Nations (UN) Universal Declaration of Human Rights, the United Nations International Covenant on Economic, Social and Cultural Rights, the United Nations International Covenant on Political and Civil Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In cases where international human rights standards are restricted by local laws, we strive to promote the principles reflected in the international standards without conflicting with local laws.



## 02. Our basic principles

In order to make clear our human rights responsibility as an internationally active healthcare provider, we explicitly commit to the following human rights aspects - both in our own business activities and in our supply chains - as fundamental principles for our corporate actions.

### Providing fair and safe working conditions

We are committed to respectful workplace practices with fair and safe working conditions. We pay wages that meet or exceed local industry conditions or local minimum wages. When setting wages, we take into account the prevailing market conditions.<sup>2</sup> In doing so, we comply with the relevant laws and regulations of the respective place of work and are guided by international labor law standards.

Occupational safety and occupational health are core elements of our business. We are committed to identifying, mitigating and preventing potential hazards and risks to health and safety in the workplace. In this way, we foster a culture that promotes a safe work environment and prevents harm.<sup>3</sup>

### Respect for the right to freedom of association and collective bargaining

We respect the freedom of association and the right to collective bargaining, including the right of our employees to freely choose whether to form or be represented by a particular collective or trade union, always in accordance with local employment laws.<sup>4</sup>

### Strict rejection of child labor, forced labor, exploitation and modern slavery

We do not tolerate the use or threat of violence or other forms of coercion in our business activities. We strictly prohibit the use, support or approval of exploitative and illegal child or forced labor<sup>5</sup> and any other form of modern slavery.

Employment relationships must be voluntary and employees must be able to terminate them at any time at their own free will and with reasonable notice in



accordance with applicable laws. Salaries must be fair and in accordance with the laws of the place of employment and must not be unlawfully withheld. <sup>6</sup>

## Promotion of equal treatment and condemnation of discrimination

We do not tolerate any form of discrimination, harassment or unjustified disadvantage based on national or ethnic origin, color, social origin, health status, citizenship, disability, sexual orientation, age, gender or gender identity, gender expression, pregnancy, political opinion, religion or belief and any other criteria protected by local laws and regulations. <sup>7</sup>

## Protection of society and the environment

As a healthcare supplier, we are aware of the close connection between human rights and environmental protection, and this is the declared basis of our actions. We are therefore committed to protecting the environment and to using its resources carefully. Accordingly, MEDISTYLE's business activities aim at avoiding possible negative impacts on the environment and health.

By doing so, we commit ourselves to refrain from damaging or impairing soils, water and air pollution, unnecessary noise pollution and excessive water consumption in the course of our business activities, to preserve people's health, the natural basis for food production and people's access to clean drinking water or sanitary facilities.

We do not participate in the unlawful displacement of people or the unlawful expropriation of land, forests or waters that provide people's livelihoods.

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<sup>2</sup> Payment of a decent wage at least equal to the minimum wage established by law; guided by International Labor Organization (ILO) Conventions 26 and 131.

<sup>3</sup> Observance of occupational health and safety obligations under the law of the place of work if this creates a risk of occupational accidents or work-related health hazards; guided by ILO Conventions 1, 4, 155 and 164.

<sup>4</sup> Guided by ILO Conventions 87, 98, 135 and 154.

<sup>5</sup> Guided by the ILO rules prohibiting child labor below the minimum age under ILO Convention 138 and prohibiting the worst forms of child labor under ILO Convention 182.

<sup>6</sup> Respect for the prohibition of forced labor, with the exception of work and services in accordance with ILO Conventions 29 and 105 or the United Nations International Covenant on Civil and Political Rights of 1966.

<sup>7</sup> Guided by ILO Conventions 110, 111 and 159.



## Protection of personal data and confidential information

We respect the privacy of every person. We are aware of our responsibility for the personal data of our clients, employees, customers and suppliers and are committed to protecting personal data and confidential information. In doing so, we take into account the particular sensitivity of employee data as well as client data.

## Taking responsibility in our supply chains

The high standards we set for ourselves are also expected from third parties with whom we work. We expect our suppliers and other business partners to respect the principles set out in this statement. This includes the practical implementation of appropriate processes to respect human rights. We therefore expect our suppliers and other business partners to demonstrate how they comply with the human rights principles relevant to us.

# 03. How we implement our commitment to respect human rights

In order to fulfil our responsibility towards people and the environment, we continuously pursue and further develop our human rights risk analyses and due diligence measures. In line with our wide approach, each business unit has established risk management systems according to its specific business model and organizational structure.

Our due diligence is based (both for our own business operations and for our supply chains) on the following four pillars.



## Responsibilities and governance

The MEDISTYLE monitors human rights due diligence program. Operational implementation is guided by clear responsibilities.

## Risk analysis and impact

Human health and well-being are our daily motivation to find the best solutions for global healthcare with our services.

By networking and integrating its competences and areas, MEDISTYLE provides sustainable models for modern health care in the 21st century and offers a comprehensive range of services for the entire health care system, as well as along the entire value chain of a health care facility.

In doing so, we rely on complex supply chains and we are aware that human rights risks can arise both in our own business operations and in our supply chains. Therefore, it is our goal to comprehensively and regularly analyze, document and manage these risks.

In order to identify, terminate, prevent or minimize human rights risks or impacts, we have implemented appropriate risk management processes. For such processes, we have been guided by the UNGP (= United Nations Guiding Principles on Business and Human Rights) as well as applicable national laws.

To identify human rights risk areas, we follow a risk-based approach. In our risk analysis, we consider potential risks according to country- and industry-specific aspects as well as aspects specific to the business field. We priorities risks based on an additional assessment of the potential impact and likelihood of occurrence, as well as the extent to which we can contribute to the realization of the risk through our business activities.

## Prevention and remedy

In order to prevent, end or minimize human rights risks, MEDISTYLE take appropriate preventive measures within own business activities or in the business activities of the companies assigned to them as well as in the respective supply chains and implement these measures.



We are committed to taking effective and according to the nature of the violation adequate remedial action, wherever our business activities have caused or contributed to human rights violations.

## 04. Human rights-related measures and focus areas

Human rights due diligence for each business unit is aligned with our group-wide approach to human rights. In addition, the business units take into account applicable regulatory requirements, in line with their business models and their organizational structures. Throughout the MEDISTYLE, we incorporate the results of our risk assessments into the adaptation of processes. Wherever risks arise, we take appropriate preventive and remedial measures.

MEDISTYLE is a leading provider in the health care sector. MEDISTYLE's international portfolio covers the entire value chain from project development, planning and construction to full equipment of medical facilities and highly specialized commercial, infrastructural and technical services for health care facilities.

Since its foundation, MEDISTYLE has understood health as a global, sustainable and holistic good and aims to ensure safe access to health care services for patients and MEDISTYLE employees.

Fair working conditions are an essential part of MEDISTYLE's mission statement. The corporate culture is characterized by diversity of people, open dialogue, mutual appreciation, respect, caring, clear goals and determined leadership. The values, strategies and goals can be experienced through open, intensive and direct communication.

As an expression of our corporate culture, we are committed to upholding ethical standards not only in our dealings with our own employees, but also with customers, suppliers and other business partners.



In order to ensure compliance with these high standards, MEDISTYLE has set up a Compliance Management System, which ensures all (self-)obligations laid down in MEDISTYLE's mission statement and in the MEDISTYLE Code of Conduct.

Working in the clinical environment imposes further requirements and responsibilities on the company and its employees, which are contained in the MEDISTYLE Clinical Code of Conduct.

Respect for human rights is also part of our corporate responsibility. Therefore, MEDISTYLE has implemented a guideline on the protection of human rights, formulated in the MEDISTYLE Human Rights Declaration.

## Effectiveness monitoring

We commit to carefully monitor which regulatory developments related to human rights apply to our own operations and supply chains. We also commit to monitoring the effectiveness of our actions.

Throughout the MEDISTYLE, we control our human rights risk management process by conducting annual effectiveness reviews. On this basis, we update remedial or preventive measures as needed.

## Documentation and reporting

MEDISTYLE will regularly report on efforts to implement human rights due diligence including measures and their progress in accordance with the relevant legal requirements.

We will document all relevant human rights due diligence activities in accordance with relevant legislation.

## Looking ahead

Respecting human rights in all the activities of an international healthcare supplier and ensuring compliance in its many supply chains is a complex but forward-looking task.

We are determined to listen to and learn from other organizations to make continuous progress along the way.

