



## **Vendor Code of Conduct Policy**

### **Introduction:**

At Bartra Healthcare we are committed to conducting business ethically and responsibly. We recognise that our vendors play a crucial role in supporting our operations and upholding our values. This Vendor Code of Conduct establishes the standards and expectations we have for our vendors in conducting their business activities. By entering into a relationship with Bartra Healthcare vendors agree to adhere to this Code of Conduct and to promote ethical behaviour throughout their own supply chain.

### **Policy:**

#### **1. Compliance with Laws and Regulations:**

Vendors must comply with all applicable local, national, and international laws, regulations, and standards. This includes, but is not limited to, laws related to labour, health and safety, environmental protection, anti-corruption, and fair competition.

#### **2. Labor Standards:**

Never use or tolerate the use of human trafficking, forced labour, or child labour as defined by the International Labour Organization (ILO) throughout your operations and from those associated with your business.

#### **3. Non-Discrimination and Fair Treatment:**

Vendors must treat their employees and business partners with respect, fairness, and dignity, regardless of their race, colour, ethnicity, nationality, religion, gender, age, disability, marital status, sexual orientation, or any other characteristic protected by law.

#### **4. Wages and Benefits:**

Vendors must comply with all applicable wage laws and regulations, including minimum wage requirements, overtime compensation, and legally mandated benefits. Workers should be provided with clear information regarding their employment conditions, compensation, and benefits.

#### **5. Environmental Responsibility:**

Vendors must comply with environmental laws and regulations and strive to minimize their environmental impact. This includes responsible resource use, waste management, emissions control, and sustainable practices throughout their operations.

#### **6. Ethical Business Practices:**

- Vendors must not engage in any form of Anti-Corruption in the form of bribery, corruption, or unethical practices. They must comply with applicable anti-corruption laws.

- Vendors must avoid any conflicts of interest that may compromise their ability to act in the best interest of Bartra Healthcare or make impartial business decisions.
- Vendors must respect and protect intellectual property rights, including copyrights, trademarks, and patents.

**7. Supply Chain Responsibility:**

Vendors should promote responsible sourcing practices and strive to ensure that their own suppliers and subcontractors adhere to the same high standards outlined in this Code of Conduct.

**8. Reporting and Compliance:**

Vendors must establish mechanisms for their employees and stakeholders to report any violations or concerns related to this Code of Conduct. They must also cooperate fully with any investigations conducted by Bartra Healthcare to address reported violations.

**9. Consequences of Non-Compliance:**

Failure to comply with this Vendor Code of Conduct may result in termination or suspension of the business relationship with Bartra Healthcare. We reserve the right to take appropriate action based on the severity and frequency of the non-compliance.

**Conclusion:**

By following this Vendor Code of Conduct, we aim to create a sustainable, responsible, and ethical supply chain. We expect our vendors to share our commitment to integrity and social responsibility. Through collaboration and adherence to these principles, we can build strong and mutually beneficial relationships that benefit all parties involved.

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Chief Executive Officer

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Date