



Business Partner Code of Conduct

1	Introduction	2
2	Compliance with Laws and Regulations.....	2
3	Environmental Practices	2
4	Social Practices.....	3
5	Compliance and Reporting.....	3



1 Introduction

At BONESUPPORT, we are committed to operating our business in a responsible and ethical manner. This commitment extends to our relationships with our business partners, including suppliers, distributors, and service providers (Business Partners). We expect our Business Partners to share our values and collaborate with us to uphold standards and to continuously improve.

This Business Partner Code of Conduct (the Code) outlines the expectations we have for our Business Partners regarding environmental, social, and governance (ESG) practices.

2 Compliance with Laws and Regulations

Business Partners shall adhere to all applicable laws, rules and regulations in the countries where they operate. BONESUPPORT expects its Business Partners to comply with the Code even if it stipulates higher standards than required by applicable local laws, rules and regulations. Should the Code be in contradiction with such requirements, the Business Partner shall inform BONESUPPORT.

Any personnel related requirements in this Code related to Business Partner personnel shall apply to all of Business Partners' workers including contract, migrant, student and temporary workers, as well as own employees.

Business Partners must protect sensitive information and respect data privacy laws.

Business Partners must always maintain accurate financial records, adhere to tax laws and ensure transparency in financial dealings.

BONESUPPORT expects each Business Partner not to engage in or tolerate any offering of or accepting bribes, extortion, kickbacks, or any form of corruption.

BONESUPPORT encourages Business Partners to promote fair competition and refrain from engaging in anti-competitive practices.

Business Partners shall prevent conflict of interest situations that may compromise their credibility towards BONESUPPORT or other external parties' confidence in BONESUPPORT. Any such circumstances shall be disclosed to BONESUPPORT.

3 Environmental Practices

Business Partners must comply with environmental laws and regulations and strive to reduce their environmental impact.

BONESUPPORT encourages sustainable practices, including resource conservation, waste reduction, and energy efficiency.

Business Partners must provide information about their environmental practices and, when relevant, their carbon footprint to BONESUPPORT upon request.



4 Social Practices

BONESUPPORT expects each Business Partner to respect and support international human rights and to engage with local communities in a respectful and positive manner.

Business Partners must never engage in any form of modern slavery, including forced labor, child labor, or human trafficking. Policies and procedures shall be in place to prevent and address such issues within their own operations and supply chains.

Business Partners shall uphold fair labor practices, including providing safe working conditions, fair wages, and respecting the rights of employees to freedom of association and collective bargaining.

BONESUPPORT does not tolerate any form of discrimination or harassment in the workplace, and our Business Partners shall not discriminate against any worker based on race, ethnicity, sexual orientation, gender, religion, age, disability, political opinion, nationality or any other potentially discriminatory factor.

BONESUPPORT encourages Business Partners to promote diversity and inclusion within their organizations and expects its Business Partners to provide a work environment where everybody is given fair and equal opportunities for development.

5 Compliance and Reporting

Business Partners shall immediately report any unethical or illegal activities and must promptly report any violations of this Code to the designated BONESUPPORT contact person or legal@bonesupport.com. This also includes if the Business Partner or any of its employees or business partners believe that BONESUPPORT is not acting in line with its own requirements.

Violations of the Code may result in the termination of the business relationship and may be reported to relevant authorities as applicable.

By entering into a business relationship with BONESUPPORT, you acknowledge the understanding of and commitment to this Code.