

# Supplier Code of Conduct of Zylox-Tonbridge Medical Technology Co., Ltd.

## **Code Content:**

The Supplier Code of Conduct of Zylox-Tonbridge Medical Technology Co., Ltd. (including its subsidiaries and branches, such as Ton-Bridge Medical Tech. Co., Ltd., Zylox Medtech Co., Ltd., GQ Medtech, Inc. and so on, hereinafter collectively referred to as "Zylox-Tonbridge", "we" or "us") requires its suppliers to maintain safe and hygienic working conditions, implement fair employment practices, respect the dignity of employees, and uphold environmental responsibility throughout their operations. This Code incorporates internationally recognized best practices concerning labor and human rights, health and safety, environmental impact, ethical conduct, and management commitment.

### **1.Abidance by Law**

All suppliers and their designated manufacturers working with Zylox-Tonbridge must strictly comply with all applicable national or local laws and regulations, including but not limited to those related to labor and employment, entry, health and safety, intellectual property, anti-corruption, and environmental protection.

### **2.Labor Standard**

Suppliers should be able to demonstrate that their employees are fully voluntary.

Zylox-Tonbridge adopts a zero-tolerance policy towards indentured-labor, illegal trade, slavery or child labor.

### **3.Operating Time**

Suppliers must arrange reasonable working hours and appropriate days off for their employees in accordance with the laws.

### **4.Employment Measures**

Before hiring an employee, the supplier must implement employment measures to accurately verify the employee's age and legal rights to work in the relevant country. All employment terms and conditions, including but not limited to employment, wages, vocational training, promotions, termination, and retirement must be based on the individual employee's work capabilities and preferences.

### **5.Reward**

Suppliers must fairly and reasonably pay their employees' wages, overtime compensation, and benefits that meet or exceed the standards stipulated by law.

### **6.Freedom of Association**

Where the law provides, the supplier shall allow employees the right to join associations and

trade unions.

### **7. Health, Hygiene and Safety**

Suppliers must provide their employees with a safe and hygienic working environment that meets the following conditions: (i) adequate fire safety measures, systems and equipment; (ii) no harmful pollution, toxic substances or waste; (iii) measures to prevent work-related accidents; and (iv) sufficient emergency preparedness and response measures as required by law.

Suppliers must take active measures to prevent hazards and accidents in the workplace.

If the supplier provides accommodation and catering facilities to employees, it must offer safe, hygienic, healthy and appropriate facilities.

### **8. Environment**

Suppliers must comply with local environmental laws and practices, including but not limited to regulations on waste management (proper disposal and segregation of toxic and hazardous waste, where applicable), air emissions, pollution control, and other relevant requirements. They must provide evidence of compliance with local laws or best practices (e.g. ISO 14001 certification or equivalent local certification).

### **9. Intellectual Property**

Suppliers shall not engage in any activities that infringe upon the intellectual property rights of Zylox-Tonbridge. The use of any intellectual property of Zylox-Tonbridge (including patents, trademarks and/or copyrighted materials) is strictly prohibited without prior written consent or authorization from Zylox-Tonbridge.

### **10. Gifts and Entertainment**

During the operation period, Zylox-Tonbridge realized that there was an opportunity to give or accept small gifts from business partners for the sake of politeness and relationship building at the appropriate time.

But Zylox-Tonbridge acknowledges that it will not take any improper coercive means to obtain any benefits during the operation of business.

Zylox-Tonbridge shall graciously reject (abundant, excessive or luxurious) entertainment, gifts or other benefits that could be construed as attempts to influence business decisions in favor of any individual or organization potentially conducting business with Zylox-Tonbridge.

### **11. Conflict of Interest**

Suppliers shall not engage in transactions with employees of Zylox-Tonbridge that may create conflicts of interest.

### **12. Anti-Corruption**

Zylox-Tonbridge undertakes to comply with all applicable laws and regulations during its operations, or to implement measures that exceed such legal requirements to prevent corruption.

Suppliers are prohibited from providing, paying, soliciting, or receiving any form of benefit (direct or indirect) in exchange for inducing or compensating for any business transactions

involving Zylox-Tonbridge.

The term "benefit" broadly includes any illegal benefit such as (but not limited to) cash, cash equivalents, real property, loans, commissions, services, in-kind benefits or other benefits.

### **13.Morals**

Suppliers shall provide dignity and respect to their employees and shall prohibit corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse of their employees.

Suppliers shall take non-discriminatory employment measures in respect of wages, salaries, benefits, promotions, contract termination or retirement.

### **14.Financial Soundness**

Suppliers must maintain accurate records of all matters related to their business with Zylox-Tonbridge in compliance with accounting standards such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).

### **15.Communication, Documents, and Checks**

The supplier is responsible for communicating the requirements of the code to its employees. The code should be written in the local language, placed in an easily accessible location, and freely available to the supplier's employees.

Suppliers must retain all relevant documentation required to demonstrate compliance with this code and applicable laws and regulations. Upon request, they must provide such documents to us or our designated auditors as evidence of compliance. Where appropriate, we may require suppliers to permit access to their workplaces, construction sites, and facilities for compliance verification.

### **16.Community**

Suppliers must respect the human rights of the communities in which they operate and must work to improve their communities.

### **17.Report Violations**

Violations of the Standards of Zylox-Tonbridge may be secretly reported in the local language. If you are aware of a violation, we encourage you to report the issue.

Contact details are as follows:

Address: Zylox-Tonbridge Industrial Park, No. 270 Shuyun Rd., Yuhang District, Hangzhou, Zhejiang Province, China.

Contact methods: 0571-88610608 /jdjb@zyloxmedical.com