DanMedical Limited – Sustainability and Ethics Policy

SUSTAINABILITY POLICY

INTRODUCTION

The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of DanMedical Limited's mission.

DanMedical Limited accepts that it must work to preserve the environmental sustainability of the planet, at all levels of its operations – in its own practice, as a participant in a community of practice, and as a participant in the global social discourse.

DanMedical Limited aspires to minimise its impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst staff, volunteers, and users at all levels.

DanMedical Limited is committed not only to complying with applicable law in all of its operations but to minimise risks and impacts through the development of robust systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

PURPOSE

This Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations.

POLICY

DanMedical Limited commits itself to minimising its impact on our environment through:

- Providing a safe and healthful workplace;
- Having an environmentally sustainable aware culture, where responsibility is understood;
- Being an environmentally responsible neighbour in our community;
- Conserving natural resources by reusing and recycling, where practical;
- Using, in our own operations, processes that do not adversely affect the environment;
- Ensuring the responsible use of energy throughout the organisation;
- Participating in efforts to improve environmental protection and understanding;
- Taking steps to improve environmental performance;
- Working with suppliers who promote sound environmental practices; and

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- Enhancing awareness among our employees, suppliers and other stakeholders– educating and motivating them to act in an environmentally responsible manner.

ETHICAL POLICY

INTRODUCTION

The ethical climate of an organisation is an essential element in establishing its credibility and furthering its mission. An organisational culture that takes ethical considerations into account at every point should lay down a general code of ethical principles which should arise from consultation with and responsiveness to the organisation's customers, employees, suppliers, and other stakeholders.

PURPOSE

This policy is designed to provide guidelines for ethical considerations that will allow DanMedical Limited to evolve a consensus on the ethical principles that should guide its conduct.

POLICY

DanMedical Limited commits itself to operating in accordance with an ethical code defined in this document.

RESPONSIBILITIES

The Directors shall be responsible for maintaining the Code of Ethics and of ensuring its continuing suitability.

CODE OF ETHICS

1. Confidentiality

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all information received in the course of providing the business dealings concerned. We extend the same standards to all our suppliers and associates.

2. Ethics

We always endeavour to conduct ourselves honestly and honourably, and expect our customers and suppliers to do the same. Our services and dealings take proper account of

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ethical considerations, together with the protection and enhancement of the moral position of our customers and suppliers.

3. Duty of care

Our actions and advice will always conform to relevant legal/statutory requirements, and we believe that all businesses and organisations, including this company, should avoid causing any adverse effect on the human rights of people in the organisations we deal with, the local and wider environments, and the well-being of society at large.

4. Intellectual property and moral rights

We retain the moral rights in, and ownership of, all intellectual property that we create unless agreed otherwise in advance with our customers. In return we respect the moral and intellectual copyright vested in our customers' intellectual property.

5. Quality assurance

We maintain the quality of what we do through constant ongoing review of all aims, activities and processes, outcomes and the cost-effectiveness of every activity. This business has been accredited under a number of quality assurance schemes.

6. Professional conduct

We conduct all of our activities professionally and with integrity. We take great care to be completely objective in our judgement and any recommendations or advice that we give, so that issues are never influenced by anything other than the best and proper interests of our customers.

7. Equality and discrimination

We always strive to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, creed, colour, age or personal disability.

AUTHORISATION

I.Drysdale
Managing Director – DanMedical Limited
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