

WIDEX **CODE OF CONDUCT**

This Code of Conduct defines the basic requirements placed on Widex suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment.

The supplier declares herewith:

Prohibition of corruption and bribery

- to tolerate no form of and not to engage in any form of corruption or bribery. Bribes will not be offered, promised, given, accepted, condoned, knowingly benefited from, or demanded.

Respect for the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as physical punishment, threats of violence, mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
- to promote freedom of expression among employees and to refrain from retaliation practices to prevent employees from expressing dissatisfaction with their working conditions.

Prohibition of child labor

- to comply with applicable child protection regulation.



Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use reasonable occupational health & safety procedures.

Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

Supply chain

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.

The above describes Widex's ambition that the men and women, who take part in the production of Widex parts are treated decently and with dignity. At Widex we strive to deliver our products under the motto: "The Natural Choice" and hence taking care of our environment is an integral part of Widex's business.