

# ETHICS POLICY OF GLOBAL MEDICAL INSTRUMENTS.

GMI 2023

**GLOBAL MEDICAL INSTRUMENTS « GMI »**

*“WE PROPOSE AND IMPLEMENT ADAPTED  
SOLUTIONS FOR BETTER PATIENT CARE.*

*WE ACHIEVE IT WITH HEALTH CARE  
PROFESSIONALS, OUR TRUSTED PARTNERS BY  
SETTING ETHICS, OUR KNOW-HOW AND  
KNOWLEDGE AT THE CORE OF OUR DAILY  
ACTION »*

# GLOBAL MEDICAL INSTRUMENTS « GMI »

## Message from the Management Board

**“Global Medical Instruments (GMI) is a civil corporation and it is committed to the implementation of health solutions consistent with the sole purpose of sustainable development (WHO, SDG 2030). Our mission: to provide a quality medical-technical environment with the support of our health care professionals and our partners to ensure effective and efficient patient care. Excellence, Ethics and Performance are the keys to our commitment”**

We take care to register our activity not only in the scrupulous respect of the laws and regulations of the countries in which we and our subsidiaries and distributors operate, but also in the application of ethical principles to the management and conduct of our business which go to the beyond pure legal requirements.

More generally, we undertake to act fairly towards our employees, partners and stakeholders and to promote this same behavior in our companies.

Our Code of Ethics conveys the values of our employees and constitutes, for everyone, the keystone reference in which our profession fits for the long term.

It defines the values and expectations relating to the conduct of our business and, without being exhaustive, proposes guidelines and the attitudes to adopt in the context of risky situations with which we may be confronted.

The Management Board approves the GMI Ethics Policy and requires that each of us comply with it and actively participate in the promotion of these principles at the level of the governance of each of our companies as well as with our suppliers and partners

The implementation of this policy relies mainly on the commitment of each of us. It is only by sharing and promoting strong values that the sustainability and success of our company can be ensured. Each employee must take the time to read this Charter carefully and apply it on a daily basis.

The Management Board thanks you for your commitment and hopes that this document will be able to guide each of us.

**CEO & President of GMI**

## OUR VALUES

|  |   |  |   |   |
|--|---|--|---|---|
|  <p><b>COMMITMENT</b></p> |  <p><b>CONFIDENCE</b></p> |  <p><b>CUSTOMER SATISFACTION</b></p> |  <p><b>TEAM SPIRIT</b></p> |  <p><b>INNOVATION</b></p> |
| <p>I SAY WHAT I IMPLEMENT<br/>I <b>IMPLEMENT</b> WHAT I SAY</p>  | <p>I <b>TRUST</b> =<br/>THEY TRUSTED ME</p>   | <p>THE <b>CUSTOMER</b> IS EVERYONE'S BUSINESS</p>  | <p><b>TOGETHER</b> WE ARE STRONGER</p>  | <p>WITH US <b>INNOVATION</b> GOES HAND IN HAND WITH PASSION</p>   |

# GLOBAL MEDICAL INSTRUMENTS « GMI »

## OUR VALUES

The history of the GMI group is the story of a man and his values; the story of an independent company whose culture is based on strong values shared by all members of the company.

It has always been favored by the founder of the company whose main mission is to put the patient at the core of the project, thus allowing him access to quality care.

### **Thoroughness**

Our culture of proof, the sense of detail and the requirement of security constitute the foundations of our quality culture.

### **Cohesion**

The GMI Group relies on the complementarity of its activities between the Diagnostics Division and the health division.

We respect and value the diversity of its professions.

### **Humanist approach**

The GMI Group combines a social project with an economic project. It pays particular attention to the social status of its employees.

### **Respect the environment**

The GMI Group takes into consideration the impact of its activities on the natural environment and it adopts a socially responsible attitude in all territories where it develops commercial activities. In particular, he puts his experience and expertise at the service of a corporate citizenship project.

### **Attention to the field**

The GMI Group pays constant attention to the expectations of its customers, resulting in constant pragmatism in the resolution of problems and the organization of work.

### **Passion for entrepreneurship**

The development of the GMI Group goes through the management of ambitious projects by allowing its employees to take the initiative in the exercise of their responsibilities.

### **Recognition of performance**

The GMI Group deploys a management method centered on the development of professional skills and the affirmation of the autonomy of all of its employees.

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## OUR RULES OF CONDUCT

**TOLERANCE**

**HONESTY**

**WORK**

**MORAL**

**VALUES & INTEGRITY**

**PHILOSOPHY**

**FAIRPLAY**

**RESPONSIBILITY**

**REGARD**

**RIGHT**

**ETHICS**

**POSITIVE**

**VISION**

**ESTEEM**

**HARMONY**

# GLOBAL MEDICAL INSTRUMENTS « GMI »

## Our rules of conduct

### 1. Meet all the needs of our product users:



We put the patient at the centre of our project and passion. For this, we contribute to his/her well-being by offering our health partners quality products , placing ethics at the core of our action.

#### 1.1. Safety and quality of the products distributed:

Distribution means: Set of operations and circuits that make a product purchased from our supplier partners available to our customers and buyers.

The safety and quality of the products we distribute are a priority to us.

We distribute products that comply with the quality and control standards applicable in the different countries of sale.

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The products distributed and marketed by the GMI Group meet the international standards that our known and recognized suppliers apply to all of their products that meet the most rigorous certifications and requirements in the field of health.

### **1.2. Responsible Communication:**

The GMI Group undertakes to provide clear and transparent information and to respect ethical standards when promoting and/or distributing all of its products.

We take care to respect the principles of responsible communication and to ensure the promotion of products distributed in an ethical manner.

### **2. Develop a relationship of trust with healthcare professionals:**



Our company has set itself the ambition of supporting the demand for care in a global approach. To accomplish this mission, we forge partnerships of trust and proximity with healthcare professionals.



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## **2.1. Transparency and ethics of relations:**

We give great importance to acting in an ethical manner with healthcare professionals, demonstrating honesty and integrity, in compliance with the applicable laws, and in respecting their independence in the exercise of their occupation.

We never propose or offer anything of value to a healthcare professional or an association of healthcare professionals in order to influence him in the choice of his technical solution within the framework of his daily practice, even within the framework of demonstrations national and/or international scientists, in compliance with the regulations in force which may apply to this type of event.

The GMI Group undertakes to comply with national and international regulations concerning the publication of its links of interest with healthcare professionals.

## **2.2. Good promotional practices (Communication, Promotion, and Samples):**

The GMI Group ensures ethical promotion and communication with healthcare professionals, in compliance with applicable regulations. We take care to promote the products we distribute in accordance with their validated use by our partners.

We take care to always provide up-to-date, accurate and objective, reliable and sufficiently complete information to ensure the proper use of the products.

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## 3. Act ethically with public authorities and all stakeholders:



We act ethically, fairly and professionally in our relations with all the players present in the territories or markets where we are present, whether with the public authorities, our partners, as well as, the competition.

### 3.1. Towards public authorities

We cooperate fully with public authorities by providing them with precise, accurate and complete information.

We never make facilitation payments to a public official or provide them with any benefits, directly or indirectly, which could, in one way or another, influence the way in which they carry out their activity.

### 3.2. Towards our partners

At the same time, we respect all of our commitments to our partners and expect the same rigor, the same loyalty and the same ethical commitment from them.

We encourage them to respect our principles and values with the same vigilance as we do, in order to contribute together to the spreading of good business practices and the development of ethics in commercial relations.

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## **3.3. With respect to our competitors**

Regardless of the country in which we operate, we are careful to never break its laws and to respect our competitors as we would like them to respect us in return. Convinced of being able to stand out in the market thanks to the quality of our solutions and the services we offer, we act fairly, with integrity and honesty with the competition.

## **3.4. Corruption and improper advantages**

Whether direct or indirect (through a third party), active or passive, the GMI Group strongly condemns all forms of corruption both in the context of relations with public authorities and in the context of private relations with our different partners (suppliers, healthcare professionals). It is therefore prohibited to give or receive any undue advantage, illicit payment or payment of money.

The GMI Group complies with all applicable laws and regulations regarding corruption.

Any person working in the name or on behalf of the GMI Group must scrupulously respect this rule.

## **3.5. Financial documents**

The GMI Group is committed to ensure that the financial information it communicates, in whatever form (annual and financial reports, press releases, public presentations), in connection with its activities, is accurate, sincere and relevant.

We keep all of our accounting documents in accordance with applicable legislation, all payments and movements of products that we make are appropriately and transparently transcribed in our accounts and we fulfill our tax obligations with the utmost rigor.

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## 4. Be a Corporate Citizen committed to preserve the environment



It has been lent to us: it is up to us to respect it.

Simple gestures to apply in the GMI Group but also at home.

It is up to us to show the example now and act together to respect this policy.

### **Limit our environmental impacts**

The protection of the environment is an important concerns for the GMI group whatever its activities and its locations. The GMI Group strives to always ensure that it complies with all the environmental standards and legislation applicable to it.

To this extent, we seek to reduce our environmental footprint during the distribution of products on a daily basis.

Participates with suppliers and partners in promoting the importance of compliance with environmental protection rules

GMI is therefore proud to present its environmental and evolving policy, an essential step in being able to respond to even greater challenges.

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## 4.2. Save energy

**Challenge:** Avoid overconsumption of energy

**Means:**

- Prioritize the use of green energy
- Turn off lights during lunch break and before leaving
- Turn off computers and screens before leaving
- Turn off printers and photocopier before leaving
- Do not let water run unnecessarily

## 4.3. Maintain a constant temperature of 19°C in the rooms

- Close windows while using air conditioning or heating
- In summer, open the windows in the morning to let in the fresh air rather than using the air conditioning. Close the windows in the afternoon to keep out the heat.
- Recycling of used lamps and batteries
- Development of the use of new generation lamps

## 4.4. Consume less paper

**Challenge:** Fight against deforestation on our own scale

**Means:**

- Reduce the use of fax in favor of email, Print only what is strictly necessary
- Recycle paper as much as possible
- Do not hesitate to print the back of the sheets

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## 4.5. Reduce the consumption of office supplies

**Challenge:** Do not waste materials

**Means:**

Recycle shirts and undershirts as much as possible

Be economical in the use of pens, markers, staples and other consumables

Do not waste supplies unnecessarily

Use fewer staples and more paper clips. A staple is enough to attach a document

## 4.6. Reduce transport

**Challenge:** Fight against pollution

**Means:**

Use public transport as much as possible for business trips

Combine parcel pickups with the same carrier

Favor short supply circuits when the equipment sought is available locally

## 4.7. Prioritize sustainable development

**Challenge:** Ensuring the sustainability of future generations

**Means:**

Promote cooperation with eco-responsible partners

Recycle, promote innovation, biodiversity, resource preservation and social

cohesion ,Act through concrete actions in the fields of Health and the Environment

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## 4.8. Sorting operating waste

Paper, cardboard, plastic, glass, batteries, printer cartridges, energy-saving light bulbs, coffee machine capsules and their recycling.

The environment does not belong to us, it has been lent to us: it is up to us to respect it. Simple gestures to apply in the GMI Group but also at home. It is up to us to show the example now and to act together to respect this policy.

## 5. Recognize the importance of our employees, key players in the success of our development and our commitments:



Recruit, develop, train, offer a working environment conducive to well-being, preparing all of its employees for the challenges of today and especially those of tomorrow.

## 5.1. Respect for people

Concerned about the well-being of its employees, the GMI Group respects all the social standards applicable in labor law.

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We ensure that each employee can flourish in his work without discrimination, whether it concerns his sex, his race, his religion, his origins, his age, his political orientations, his sexual orientation, and physical appearance, state of health or disability.

We guarantee equal opportunities and grant fair and respectful treatment to each of our employees in their perspective of professional development as well as to anyone wishing to join us.

We are committed to supporting the development of each of our employees through an appropriate support policy.

### **5.2. Respect for privacy**

The GMI Group measures the importance of this responsibility and it ensures that each of its employees demonstrates prudence and takes all the necessary precautions in the protection and use that may be made of this data. The disclosure or transmission of this information to persons outside the company without authorization is strictly prohibited. Use of this information must also be consistent with authorized or stated uses.

We make sure that we never hold information about people in ways that could be against the law.

More generally, as a group, we are committed to respect the confidentiality and privacy of all our employees as well as third parties with whom we are in contact.

### **5.3. Compliance with health and safety provisions**

All employees must be able to work in an environment that poses no risk to their health or safety.

We strive to ensure the protection of all by constantly spreading and developing a culture of safety within our teams.



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## 5.4. Conflicts of interest

A conflict of interest, whether potential or real, can seriously damage the reputation of the GMI Group.

Such conflicts are likely to occur when an employee finds himself in a situation where his personal, social, financial or political interests alter his judgment by no longer objectively serving the interests of the company.

We must ensure that the decisions we take are not influenced by our own interests but taken exclusively in the interest of the GMI Group.

Each of us must report the presence of such a situation to his superiors as soon as possible and must refrain from acting until the problem is resolved.

## 6. Protect our assets to ensure the sustainability of our business



# **GLOBAL MEDICAL INSTRUMENTS « GMI »**

## **6.1 Protection of sensitive & or confidential information**

Anyone working for our group may have access to a certain amount of confidential information, that is to say information not yet made public which may be of great value. This information may relate to investment projects, acquisitions, financial results, marketing and sales operations, etc.

Whatever the nature of this information and the medium used, each employee must be aware of the harmful consequences that the voluntary or accidental disclosure of such data can represent for the company.

Consequently :

- We protect the group's sensitive information by conscientiously respecting the rules of storage, distribution, reproduction or destruction applicable to this data.
  
- We maintain the confidentiality of confidential information provided to us by third parties, we protect as if it were our own information, and we use it only for the purposes for which it was provided to us.

## **6.2 Protect personal data**

“Ensure respect for the privacy of employees and stakeholders” As part of its business, the GMI Group collects, processes and uses the personal data of its employees and some of its partners.

The GMI Group nevertheless takes care to respect the privacy and confidentiality of this data, in particular by complying with European Regulation 2016/679 of April 27, 2016 GDPR as well as local obligations in the processing and use of personal data.

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As such, GMI undertakes to collect and use data in a legal, fair, legitimate and ethical manner and to always respect the privacy of its employees and third parties with whom GMI comes into contact.

**A data protection policy** is available on the GMI website,

[www. globalmedicalinstruments.fr](http://www.globalmedicalinstruments.fr) and aims to present the measures taken with regard to all the processing of personal data carried out by GMI vis-à-vis the different categories of persons whose data is collected and processed.

In addition, GMI has appointed a Personal Data Protection Officer, as a single point of contact for any information in this area, at the following address:

[rgpd@globalmedicalinstruments.fr](mailto:rgpd@globalmedicalinstruments.fr)

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