


APPENDIX I
COMPLIANCE CODE OF CONDUCT

- We are committed to conducting our business in accordance with all applicable laws and regulations in the markets in which we operate.
- We require all employees, contractors and others who we work with, or who act on our behalf, to uphold high levels of integrity, honesty, truthfulness and professionalism.
- We offer no unlawful payment or benefit in kind to influence others to obtain sales and strive to follow codes of conduct, rules, regulations and laws in countries where we do business, including, but not limited to:
 - [UK] The Bribery Act 2010 & ABHI's Code of Ethical Business Practice
 - [US] Anti-Kickback Statute, & AdvaMed's Codes of Ethics on Interactions with Healthcare Professional
- We prohibit commercial bribes, kickbacks or similar payoff/benefits to any supplier, customer, government official or other interested party.
- We compete fairly, without collusion or collaboration with competitors to fix prices, restrict production or allocate customers and respect legal and ethical non-competition and non-solicitation agreements.
- We encourage open lines of communication with the Chief Compliance Officer, the Compliance Committee, and other appointed Compliance Officers, regarding compliance questions, concerns or potential compliance risks.
- We require all employees to report illegal activities, unethical behaviour or wilful misconduct to the Chief Compliance Officer for investigation without fear of retribution or retaliation. Such reports may be submitted anonymously through the Protected Disclosure Policy.
- We commit to training and educating our employees to promote a culture of ethical and business compliance.
- This Policy is endorsed by the Board who have oversight of, and receive reports from, the Chief Compliance Officer and the Compliance Committee.



Michael Harris
CEO
30 July 2024