

Declaration of Principles Corporate Social Responsibility (CSR) for socially responsible, ethical and environmentally friendly actions within the company and in the supply chain.

Preamble

Richard Wolf has a long tradition in endoscopy and is known as a reliable and trustworthy business partner. We develop, produce and distribute product solutions in the field of medicine according to standards of highest quality, customer satisfaction and safety for patients.

Richard Wolf is an internationally active company and therefore part of the political and social environment. As an active member of national and European associations, Richard Wolf is a neutral discussion partner and participates transparently in the formation of political opinion with reliable facts in contact with governments, associations and other interest groups in the healthcare industry.

As a globally active company, we assume responsibility for society as a whole (corporate responsibility). Responsible as well as social, ethical and environmentally friendly actions are firmly anchored in our corporate culture.

In our dealings with our employees and all stakeholders around the globe, our business activities are based on sustainability, transparency, respect, fairness and integrity.

Against this background, we have drawn up this policy based on the principles of internationally recognized standards for corporate governance. These include, for example, the UN Global Compact, the Sustainable Development Goals of the United Nations, and the labor and social standards of the International Labor Organization (ILO).

The policy statement is intended to inform employees, business partners (e.g. suppliers, customers, dealers) and the public about how Richard Wolf fulfills its overall social responsibility.

Supplied documents

- Mission Statement
- Spirit of excellence - our values
- Richard Wolf guiding principles

Our values

1 People in focus

1.1 Prohibition of physical, psychological and sexual violence

We do not tolerate any inhumane treatment, corporal punishment as well as insults or threats as well as deprivation of the freedom of communication and movement of employees in our organization or at business partners. This also includes any form of psychological pressure as well as physical, sexual or verbal abuse, intimidation or harassment.

1.2 Human Rights

We respect the personal dignity, privacy and human rights of everyone. We support internationally recognized human rights and do not tolerate human rights violations.

1.3 Prohibition of child labor, forced labor and slavery

We do not tolerate child, forced or punitive labor, slavery or human trafficking, neither at our company nor at our business partners.

1.4 Equal opportunities / Anti-discrimination

We observe the principles of equal opportunity in the selection and promotion of our employees. We exclude any discrimination on the basis of age, physical or mental limitations, ethnic origin, physical appearance, skin color, gender, pregnancy, sexual orientation, nationality, religion, marital status or other characteristics of our employees.

1.5 Right to association and freedom of expression

We respect the right of employees to freedom of association within the framework of the respective applicable rights and laws. Members of employee organizations or trade unions are neither to be favored nor disadvantaged.

1.6 Fair working conditions

We compensate our employees appropriately and fairly and ensure that both the payment of the legally stipulated minimum wages and the legally stipulated maximum working hours are observed. We do not exploit anyone. We do not exploit the plight of employees and business partners, but behave loyally.

We expect the same from our business partners.

1.7 Protection of the health and safety of workers

We ensure compliance with the applicable health and work-related laws, rules and regulations and provide safe and healthy working conditions for our employees. In addition, we promote continuous further development of occupational health and safety measures and systems and conduct workplace risk assessments. Each of our employees is required to comply with all occupational health and safety regulations in his or her area. We consistently develop our health requirement measures.

2 Customer focus

2.1 Customer satisfaction, partner, service

We live customer proximity through our worldwide presence. This enables us to maintain close customer contact in order to recognize future requirements and to realize new products and solutions in line with the market. The wishes of our customers and partners, their satisfaction and trust are guiding principles for us. Through highly motivated employees, distinctive service strategies, highest quality as well as competent consulting and support we want to more than satisfy our customers and partners.

3 Fairness / Respect

3.1 Fairness in dealing with employees and business partners

The basis for cooperation is fair and respectful interaction. Mutual trust and appreciative exchange are important to us. This applies to everyone.

3.2 Fair competition

We observe the principles of free and fair competition. This includes compliance with all applicable antitrust regulations, competition rules and other laws and international regulations. We compete solely on the basis of the quality, innovation and price of our products. In no case do we gain an unfair competitive advantage or restrict competition in an inadmissible manner by any conduct whatsoever.

3.3 Fight against corruption

We do not practice or tolerate any form of corruption or other serious misconduct. In particular, the active granting of advantages and bribery as well as the passive acceptance of advantages and bribery are prohibited. We are not for sale and do not buy the goodwill of our business partners. We do not grant or accept any unlawful, unjustified advantages.

3.4 Anti-money laundering

We prevent money laundering in our company through appropriate organizational measures.

4 Business ethics - transparency

4.1 Conflict of interest

We make decisions relating to our business activities with business partners exclusively on the basis of objective criteria. We exclude conflicts of interest with private interests or other economic or other activities, including those of family members or other related persons. We ensure that the interests of our company and our employees do not conflict with the interests of our customers. Should conflicts of interest nevertheless arise, we disclose this.

4.2 Identification of concerns

We encourage employees to report concerns, complaints, or potentially unlawful activities in the workplace or business activities confidentially, without threat of reprisal, intimidation, or harassment, and provide them with appropriate resources. We investigate such reports and take corrective action as needed.

4.3 Processes and compliance

We ensure that our employees are informed about and comply with the contents of this policy statement and the obligations arising from it. The same applies to the corresponding guidelines for business partners.

4.4 Monitoring and verification requirements

We document compliance with the aforementioned basic principles and standards appropriately and report on this within the framework of the legal requirements.

4.5 Compliance officer / contact details in the event of violations

We have appointed a Compliance Officer. If our employees or our business partner recognize impending violations of applicable law or of the contents of this policy statement in the cooperation with Richard Wolf, please contact our compliance officer at the following address: compliance@richard-wolf.com

We guarantee confidentiality in the handling of anonymous or non-anonymous information.

4.6 Supply chain

We communicate our basic principles and standards to our business partners via similar guidelines agreements or conclude comparable agreements with them. This is intended to ensure compliance with these basic principles and standards along the supply chain and to continuously improve the associated processes at the Subu contractors of our business partners.

4.7 Import and export regulations

With regard to global business activities, we ensure compliance with the respective applicable laws and regulations for the import and export of goods, services and information, as well as for combating international terrorism.

5 Reliability

5.1 Product safety

We develop, produce and distribute our products according to the standards of highest quality, customer satisfaction and safety for patients. In doing so, we consistently implement all statutory quality assurance requirements. Should there nevertheless be any complaints, we ensure that these are remedied comprehensively and as quickly as possible.

5.2 Compliance with legal regulations

We live up to our social responsibility in all our business activities. In all our business activities and decisions, we comply with the applicable laws and other relevant regulations of the countries in which we operate. We strictly reject any kind of illegal conduct and consistently punish any violations.

5.3 Data protection and secrecy

We ensure compliance with all applicable laws on the protection of personal data (in particular of employees and business partners) as well as any further obligations arising from agreements on confidentiality. We protect the business secrets of our business partners. Conversely, we also oblige our business partners to maintain confidentiality when we disclose our own trade secrets to them.

5.4 Intellectual property

We protect our intellectual property and respect the intellectual property of third parties. Intellectual property includes, for example, development results, drawings, patents, trademarks and other industrial property rights, copyrights, design, trade secrets, samples, models and other know-how.

6 Perfection in quality

6.1 Quality of the products and in the processes

We strive relentlessly to improve the quality of our products and the processes by which they are created, in order to fulfill our responsibility to users and patients and to ensure optimal patient care.

7 Energy and environmental awareness

7.1 Energy savings/management

We work with an energy management system in accordance with DIN EN ISO 50001 with the aim of reducing energy consumption, conserving resources and limiting environmental impact in order to continuously improve energy-related performance.

7.2 Environmental protection requirements

We work as sustainably as possible. We regard the legal requirements for environmental protection as a minimum standard and appeal to our employees and business partners to go beyond these minimum requirements. We see our work as a contribution to present and future generations.

7.3 Saving resources

We strive to continuously optimize or reduce the consumption of energy, water and non-renewable resources.

7.4 Avoiding critical ingredients

To protect life on land and underwater (biodiversity), we decide in favor of environmentally friendly materials as far as possible, always in accordance with regulatory requirements.

7.5 Waste reduction

We minimize waste and promote the circular economy by, for example, developing, manufacturing or using recyclable products and packaging and enabling the return of recyclable materials for recycling.

7.6 Reduction of greenhouse gas emissions

We are committed to effectively reducing carbon emissions associated with our business activities.

7.7 Material Compliance

We ensure compliance with all relevant, applicable legal or other provisions for substance prohibitions and restrictions, as well as the continuous safeguarding of associated obligations.