

Policy on Labor Standards

Bravida Medical is committed to ensuring all domestic and internal labor standards are met. To this end, will continue to provide adequate resources, the commitment of its Associates, training, and investment to ensure compliance

Bravida Medical ensures:

- Employment is freely chosen and workers are free to leave after reasonable notice.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labor is not used.
- Living wages are paid.
- Working hours are not excessive.
- No discrimination is practiced.
- Regular employment is provided.
- No Treatment of Harassment or Abuse
- Continual Improvement / Business Continuity is established.
- Inducement payments are not offered.
- All Environmental issues comply with Federal, State, and local regulations as applicable in the place of operation.
- Evidence relating to ethical trading risk is addressed including Anti-Slavery.

- Review of subcontractors and Third-party suppliers of goods and services.

The Company maintains a Code of Conduct (“Code”), which requires all Associates, among other obligations, to act lawfully, ethically, and responsibly in all their business practices, and to comply with applicable laws. New Associates are required to acknowledge their understanding of the Code and commit to adhering to the Code’s policies. The Company requires all Associates to attest to their understanding of, and adherence to, the Code.

The Code also specifically provides that a failure by any Associate to comply with laws or regulations governing the Company’s Code of Conduct may result in disciplinary actions up to and including termination. To further encourage compliance and the reporting of violations, the Company maintains a Compliance Hotline (reporting system) and website, available to Associates as well as Customers, suppliers, and all other business partners. A strict anti-retaliation policy is followed, and reports may be made anonymously, where allowed by local law. All reports are promptly addressed by the Company’s Senior Management and reported to both our executive team and board of directors.

The Company has no reason to believe that any illegal or unfair labor practices is occurring in any of the Company’s businesses. Nonetheless, the Company has taken steps to detect and prevent any violations of applicable illegal or unfair conditions that may give rise to a violation.

Bravida Medical Directors and Senior Management are responsible for ensuring that the activities of the Company continue to comply with applicable labor standards. To this end, will continue to provide adequate resources, the commitment of its Associates, training, and investment to ensure compliance.