

Moria Ethics Charter

The Ethics Charter at the heart of every action

The Moria Ethics Charter is an essential guide for all employees and shows them how to embody the Group's core values - **Responsibility, Commitment and Pride** - in their daily work. It defines the key principles that should guide our behavior towards our customers, employees, suppliers, business partners, governments and other stakeholders.

Our internal procedures and regulations as well as our contracts with our partners are defined in such a way as to respect and fully comply with French laws and rules, and European standards, as well as recognized international standards.

Compliance with the Code of Ethics is binding on everyone and it establishes a standard of conduct for Moria employees worldwide, without exception. Each employee is required to comply with them, regardless of their specific function, national borders and cultural diversity.

Together, we bear the **Responsibility** to preserve the reputation of our company. We therefore take **the Commitment** to apply these principles with conviction and fidelity, day after day, helping to develop and maintain our **Pride** of belonging to Moria.

Compliance with laws and regulations

Moria and its staff must fully comply with the laws and regulations in force at the national and international levels as well as internal directives. Each employee is personally **responsible** for compliance with the legal requirements in his area.

No straying from corruption will be tolerated. We do not accept or offer any type of donation or service that is illegal (facilitation, over or under billing, ...). We refuse supplier gifts, in accordance with our internal regulations.

Moria is committed to a fair market system open to competition. All applicable provisions of anti-gift, antitrust and other competition laws will be complied with.

Our communications are open and **transparent**, seeking constructive collaboration. They aim to build trust and foster mutual understanding.

Dialogue with our partners

Social Responsibility, for Moria, is also reflected in the importance we give to the development of collaborations and partnerships. We constantly maintain our innovation network by working closely with the hospital and university world, with our customers and with our suppliers.

Customers are **at** the heart of our business. We treat them all with respect, keeping **the Patient at the heart of our priorities**. We strive to achieve our goals in a way that is sustainable and fair to both parties.

We are **committed** to providing Medical Devices that meet **Quality**, **Patient Safety** and technical reliability requirements, which meet applicable international standards and regulations.

Our **suppliers** are selected with the utmost care and we require them and their sub-suppliers to respect and adhere to this Charter and our **Responsible Purchasing Policy** on a global scale.

We are also listening to local communities (neighborhood, regional administrations, etc.) in order to preserve everyone's rights and act for the common interest as soon as possible.

We treat confidential information with care, whether it comes from Moria or a partner, and we take care not to pass it on to unauthorized persons, both inside and outside the organization. Only "to know" data should be exchanged, irrelevant data should be refused.

The strength of the human

Our success is based on motivated and duly trained employees as well as committed and exemplary managers. It is based on a corporate culture that promotes **the Commitment** and **Responsibility** of everyone, maintaining the **Pride** of belonging.

Moria has the **pride** of being recognized all over the world. We recognize the cultural diversity of our staff as an asset. We respect **the rights and dignity of all our employees** and are committed to creating a work environment characterized by mutual trust, respect and the rejection of any discrimination, in particular concerning race, age, sex, nationality and religion. Our recruitment, hiring and promotion policy is based solely on the qualifications and skills necessary for performance. Everyone takes care to prevent any harassment, whether moral, physical or sexual.

We oppose **all forms of child exploitation** and do not employ anyone under the minimum age recognized by international standards. We condemn all forms of **forced labor** and respect the principle of freely chosen employment.

Moria strives to provide all its employees with a **safe and quality work environment**. We strive for excellence, with the ultimate goal of being zero work-related injuries or illnesses. Each employee is responsible **for** strictly observing the safety provisions **established** in their workplace, for themselves and for others. This principle also applies to subcontracted personnel who work on the group's sites.

Personal and legal entity data is handled with care. Personal information concerning employees is collected and kept, if necessary, only for professional purposes or in order to comply with legal regulations.

The preservation of the environment

We operate in accordance with international environmental standards.

As part of our **Commitment to Sustainable Development**, we strive to go above and beyond and always consider the most environmentally friendly technologies, materials and processes.

Whenever possible, we take into consideration the efficient use of resources and materials, the minimization of environmental impacts and the **responsible disposal** of residual waste.

We strive with **Pride** to make a major contribution to the establishment of sustainable value chains, by promoting reusable products and recycling.

Loyalty

We all have **Responsibility** for the property of Moria, we treat it with care and protect it against loss, damage, misappropriation and destruction, whether tangible or intangible, such as our intellectual property which is essential. Each of us takes **the Commitment** to do what is necessary to avoid and minimize the risks, and to report them to the hierarchy whenever it seems relevant.

The data we create, whether technical, financial or of any other nature, must faithfully reflect the activity concerned and comply with the applicable standards. Each employee remains aware that it is on these elements that management relies to make decisions and fulfill its obligations to the various stakeholders.

All employees must avoid situations where their personal interests conflict or could conflict with the interests of Moria. In the event of a possible conflict, employees must inform their line managers or a member of management. If a conflict arises, Moria will resolve the situation **responsibly**.

Monitoring compliance with the Ethics Charter

Managers, at all levels, are responsible for implementing and enforcing the Code of Ethics in their area of **responsibility** . They undertake to remind them of the rules as often as necessary.

Any infraction is subject to disciplinary sanctions, without predicting possible legal proceedings.

Anything that could be contrary to the rules set out in this Code of Ethics must be reported to us. Reporting is possible by any employee, but also by our business partners.

As soon as the report directly via the usual interlocutors is inadequate, an alert platform is available online from any connected device, in complete confidentiality:

<https://moria.integrityline.com/>

Employees making a report of this type will in no case be subject to sanctions, discrimination and/or reprisals from the Moria group or its employees, directors and managers.

Persons receiving a report will treat all information as **confidential** , in particular the identity of collaborators and other persons disclosing known or suspected violations, and will reveal this information, if necessary, only to the commission of inquiry. This confidentiality could only be compromised in the event of a legal obligation, or after the issuer's agreement.



Bruno Chermette
Chairman and Chief Executive Officer of Moria