

# CODAN Code of Conduct



CODAN Companies



# CODAN Code of Conduct

## The company

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The international CODAN Companies with more than 1500 employees specialise in the manufacturing of medical transfer systems. Ever since the founding of the first small production facility by Sven Husted-Andersen senior, the name CODAN has stood for high-quality products as well as for the values of an owner-run family business.

CODAN is recognised amongst users as a manufacturer and distributor of medical devices, resulting from more than 60 years of research and development. As a global partner to the medical industry with Danish roots and production sites in five countries, CODAN contributes to the safe care of patients worldwide through reliable and innovative solutions in the fields of infusion, blood pressure monitoring and infusion pump technology. The CODAN product range is the result of a consistent development policy based on market demand. The foundation is a continued evaluation of the clinical requirements, together with extensive training and regular exchange of knowledge and experience between practitioners and CODAN.

Our own production facilities and sales companies in Germany, Portugal, USA, Norway, Sweden, Great Britain, France, Switzerland, the Netherlands, Italy, Austria, and Denmark cooperate to ensure effective manufacturing, sales and service to the healthcare market.

The conduct of the companies (hereinafter CODAN)

- CODAN Medizinische Geräte GmbH & Co KG
- CODAN pvb Critical Care GmbH
- CODAN pvb Medical GmbH
- CODAN PORTUGAL, S.A.
- CODAN 11, S.A.
- CODAN US Corporation
- CODAN Inc.
- CODAN NORGE AS
- CODAN TRIPLUS AB
- CODAN Limited
- CODAN FRANCE Sarl
- CODAN Medical AG
- CODAN ARGUS AG
- CODAN BV
- CODAN s.r.l.
- CODAN Medical GmbH
- CODAN Steritex ApS
- CODAN Medical ApS
- CODAN DEHA ApS

as well as of their employees follows the guidelines specified in this document. These are valid for the corporate management as well as all employees and are the obligatory basis for all our business relations.

The ethical guidelines described herein are based in particular on the principles of the UN Global Compact and on the general declaration of human rights of the United Nations (UN).

## General principles

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CODAN undertakes to respect all laws in effect and any other applicable regulations of the countries in which it operates. All employees and business partners are treated fairly and contracts adhered to.

## Corruption

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All CODAN employees are obliged to strictly separate the interests of the company and private interests from each other. This is valid for the handling of customers, suppliers and all other institutions. All actions and purchasing decisions are carried out independent of considerations not concerning business or involving personal interests. The granting of personal benefits by CODAN and its employees with the objective of achieving advantages for the company, oneself or third parties is not allowed.

CODAN employees are not permitted to demand or accept personal benefits or favours of value, monetary or other, when dealing with customers, suppliers and all other institutions. This generally does not apply to presents and invitations that fall within the scope of customary business hospitality, convention and courtesy.

## Forced labour

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CODAN strictly condemns any form of forced labour. Employees are under no circumstance forced to work through the use of violence or intimidation.

## Child labour

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CODAN follows the regulations of the United Nations in regard to human and child rights and undertakes to comply with the minimum legal age for admission to employment.

## Human rights

CODAN explicitly respects and supports compliance with the internationally recognised human rights.

## Discrimination

CODAN undertakes to prevent and inhibit any form of discrimination based on the applicable legal situation. This includes, in particular, the discrimination on grounds of gender, race, disability, ethnic or cultural origin, religion or ideology, age or sexual orientation.

## Health protection

CODAN adheres to all applicable occupational safety and health protection requirements according to national laws and provisions.

## Collective bargaining

CODAN respects the right of the employees to organise themselves within the applicable rights and laws.

## Environment protection

CODAN considers it important to balance the interests of business, applicable regulations and medical demands with the needs of environmental and climate protection to the greatest possible extent. We support environmentally conscious actions of our personnel.

## Trade secrets

CODAN obligates its employees to observe and keep trade secrets. Confidential information as well as confidential documents may not be disclosed to third parties, nor may third parties be allowed to gain knowledge thereof in any other manner; unless proper authorisation has been granted or it concerns publicly available information.

## The Ten Principles of the UN Global Compact<sup>1</sup>

Corporate sustainability starts with a company's value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

The UN Global Compact's Ten Principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

<sup>1</sup> <https://www.unglobalcompact.org/what-is-gc/mission/principles>

### Human Rights

- Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2** Make sure that they are not complicit in human rights abuses.

### Labour

- Principle 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4** The elimination of all forms of forced and compulsory labour;
- Principle 5** The effective abolition of child labour; and
- Principle 6** The elimination of discrimination in respect of employment and occupation.

### Environment

- Principle 7** Businesses should support a precautionary approach to environmental challenges;
- Principle 8** Undertake initiatives to promote greater environmental responsibility; and
- Principle 9** Encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

- Principle 10** Businesses should work against corruption in all its forms, including extortion and bribery.



CODAN is known internationally as a manufacturer and supplier of disposable medical transfer systems. The CODAN Companies have more than 1500 employees around the world.

The name CODAN is synonymous with reliability, quality and precision based on the know-how and experience gained from more than 60 years of research and development. Company-owned production facilities and sales companies around the world are a guarantee for efficient production, a tight-knit sales network and a first-class service for customers in the healthcare sector.

## CODAN Companies

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CODAN 11, S.A. · Portugal  
CODAN US Corporation · California · USA  
CODAN Inc. · California · USA  
CODAN NORGE AS · Norge  
CODAN TRIPLUS AB · Sverige  
CODAN Limited · Great Britain  
CODAN FRANCE Sarl · France  
CODAN Medical AG · Schweiz  
CODAN ARGUS AG · Schweiz  
CODAN BV · Nederland  
CODAN s.r.l. · Italia  
CODAN Medical GmbH · Österreich  
CODAN Medical ApS · Danmark  
CODAN DEHA ApS · Danmark

### CODAN Product range

- Infusion sets
- Transfusion sets
- Extension lines and manifold connectors
- Infusion and transfusion accessories
- Infusion filters and filter systems
- Neonatology/Paediatric products
- Withdrawal, preparation and administration systems
- CODAN CYTO®
- Chemoprotect® products
- Single use syringes
- Invasive blood pressure monitoring systems
- Infusion pumps
- Other CODAN Products

Compliance of the established quality management systems with the provisions of EN ISO 13485 and the Council Directive 93/42/EEC has been certified by the relevant, competent notified bodies:

### TÜV SÜD Product Service GmbH

CODAN Medizinische Geräte GmbH & Co KG  
23738 Lensahn, Germany

CODAN pvb Critical Care GmbH  
85661 Forstinning, Germany

CODAN US Corporation · Santa Ana, CA 92704, USA

CODAN ARGUS AG · 6340 Baar, Switzerland

### Presafe Denmark A/S

CODAN Medical ApS · 4970 Rødby, Denmark

### Contact

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**The decisive connection**