

# Company Policy

20-07-2022

ETIGAM B.V. | Prinsenweide 30, 7317 BB, Apeldoorn, The Netherlands



## *Introduction*

This Company Policy provides an ethical and legal framework of rules within Etigam B.V.

This document is not all-encompassing and provides a set of guiding principles to incorporate with additional applicable policies.

## **Quality Policy**

Etigam's Quality Policy includes objectives to:

- strengthen its position as one of the world leading suppliers of sterilization indicators;
- achieve and maintain the highest quality level consistently for its customers;
- maintain short and personal communication lines with its customers;
- provide customized solutions where needed.

The quality management system of Etigam B.V. and the applicator thereof complies with the requirements as stipulated in the standard:

NEN-EN-ISO 9001:2015. This certification is subject to annual evaluation by TÜV Nederland.

All business is conducted in accordance with the laws and regulations of the Netherlands. Etigam cares about the health, safety and wellbeing of its employees, customers and suppliers.

## **Human Rights and Labour**

Etigam B.V. does not engage in any form of discrimination and treats their employees with respect, dignity and common courtesy. Etigam strives to create a culture that embraces diversity and inclusion and to provide equal opportunities for all its employees.

Employees are encouraged to give their best and to realise their full potential through learning and development opportunities.

Only minerals and metals are used that have been extracted and traded without contributing to abuse of human rights, unethical business conduct, e.g., corruption, environmental damage or funding for conflict.

Etigam prevents all forms of child labour and forced labour. Terms of employment for the employees comply with all applicable legal requirements.

## **Conflict Minerals declaration**

The Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and the United States Securities and Exchange Commission (SEC) now require U.S. public companies to report on the origin of minerals commonly used in the electronics industry, specifically tin (Sn), tantalum (Ta), tungsten (W) and gold (Au).

Etigam B.V. is committed to sourcing responsibly and considers mining activities that fuel conflict as unacceptable.

Etigam hereby declares to the best of its knowledge that the sterilization process indicators Etigam supplies do not contain any of the minerals that are mentioned.

## **Health and Safety**

Etigam B.V. provides and maintains a safe working environment that meets national legislation. Appropriate actions are taken to monitor, report and prevent potential workplace accidents, incidents and illness. Precautionary measures are taken whenever there is reason to believe that a potential action may impact the health or safety of a person in a negative way. Personal, protective equipment is provided. Emergency plans and response procedures are in place. The site is maintained clean and safe.

## **REACH declaration**

With reference to the current REACH EC 1907/2006 Directive Etigam B.V. declares to the best of its knowledge that the sterilization process indicators Etigam supplies do not contain any substances of very high concern (SVHC) in a concentration > 0,1%.

## RoHS 3 declaration

With reference to the EU RoHS 3 (EU) 2015/863 amends 2011/65/EU (also known as EU RoHS 2), Etigam B.V. hereby declares to the best of its knowledge that the sterilization process indicators Etigam supplies do not contain a higher concentration of substances that is permitted under the current regulations.

## California Proposition 65 declaration

Etigam B.V. hereby declares to the best of its knowledge that the sterilization process indicators Etigam supplies are in compliance with Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65) and do not contain components above the No Significant Risk Levels (NSRLs) for chemicals that cause cancer and Maximum Allowable Dose Levels (MADLs) for chemicals causing reproductive toxicity. Products correctly used are therefore exempt from Proposition 65 warning obligation.

## Toxic Substance Control Act

Etigam B.V. hereby declares to the best of its knowledge that the sterilization process indicators Etigam supplies are in compliance with TSCA rules issued by the U.S. EPA under Section 6 of the Toxic Substance Control Act on Persistent, Bio accumulative and Toxic substances (the 'PBT Rules').

## General declarations on substances

Etigam B.V. declares that the sterilization process indicators for irradiation, ethylene oxide and steam sterilization produced by Etigam do not contain:

- any animal derived products
- any Bisphenol A (BPA) in a concentration > 0,1%
- natural rubber latex
- dry natural rubber

## Suppliers

Etigam B.V. is committed to being a responsible and valuable partner in the supply chain. Maintaining a sustainable business that serves its customers is very important to Etigam.

## Environment

Etigam B.V. has implemented actions and controls to reduce our use of energy, water, materials and substances in our products and services. Emissions to air, water and soil are identified and reduced to a minimum. Systematic waste handling procedures are implemented. Methods, procedures and equipment are implemented to handle, label, store and dispose chemicals in a safe way. Material Safety Data Sheets are available.

## Anti-Bribery & Corruption

Etigam B.V. conducts business with honesty, fairness and integrity and does not engage in, or tolerate, any form of bribery or corruption. Improper payments are not offered, provided or accepted and all payments are recorded accurately.

## Privacy

Etigam B.V. is committed to maintaining the privacy of information relating to its employees and customers. Personal data gathered by Etigam will be kept for as long as reasonably necessary for the purposes for which it was collected. Personal data that is no longer required to fulfil these purposes will be destroyed.