

# Together We Can Go Far



Enovate Medical is strongly committed to corporate social responsibility, global citizenship, protecting and upholding human rights, while observing and supporting the dignity of all people. We respect the rights of our workers, our customers, and our suppliers, and recognize that the way we treat others reflects Enovate Medical values. This policy supports Enovate Medical's vision to create a work environment that is focused on fairness, integrity, and high standards of personal and business ethics. As an employer, we strive to be a preferred place to work, to be respectful and supportive of our workplace, and to foster a diverse and inclusive culture for all.

Enovate Medical has a diverse network of business partners and suppliers. We expect that our partners and suppliers are equally committed to upholding these same principals and policies of protecting human rights while engaging in fair and ethical labor practices.

## WE TREAT OUR EMPLOYEES, CUSTOMERS, SUPPLIERS, AND PARTNERS WITH DIGNITY AND RESPECT

- We do not engage in or tolerate unlawful harassment or discrimination, consistent with applicable law, based on race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, citizenship, marital status, military status, or veteran status.
- All employment decisions, including hiring, pay, and promotions, will be made without regard to gender, sex, sexual orientation, gender identity and/or expression, age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, genetic information, marital status, familial status, status with regard to public assistance, veteran status, or any other characteristic protected by country, federal, state or local law.
- We are committed to paying competitive, fair and equitable wages.
- We follow all applicable wage and hour laws, including minimum wages, overtime, and maximum hour rules.
- We provide safe working conditions.
- We do not employ forced, compulsory, slave or illegal child labor.
- We will not use or engage in any form of coerced, bonded, indentured, or prison labor.
- We expect our suppliers to maintain fair employment, environmental, health and safety, and ethical business practices that meet or exceed all local and national laws or regulations, as well as adhere to our Enovate Medical Code of Conduct for Suppliers.

