

## ETHICAL POLICY

TYTEX will apply high ethical behavior through the expectation and encouragement of a positive and respectful way of conduct by all Tytex employees.

We will do this by:

- Continuously caring for our employees through involvement, education and personal development.
- Striving to keep all employees informed to the highest possible degree concerning actual or potential impact to job position.
- Being an equal opportunity employer and not discriminating on the basis of race, colour, religion, sex, age, national origin, disability, or sexual orientation. This equal opportunity policy extends to all aspects of the employment relationship, including compensation, promotions, job assignments and discipline.
- Complying with all laws and regulations applicable to Tytex activities.
- Not using child labour or forced labour.
- Ensuring a healthy and safe environment.
- Through our Code of Conduct we will ensure that our suppliers have same high ethical standard and communicating our attitude to our suppliers and customers.

This policy is supported and periodically reviewed for continuing suitability, adequacy and effectiveness by Tytex Management. Tytex Management shall commit the necessary resources to ensure that compliance with the above is achievable throughout the Tytex.

The CEO of Tytex is responsible for endorsing the Tytex Ethical Policy. Each Tytex subsidiary is responsible for posting endorsed copies of the current policy throughout their facility.

June 17<sup>th</sup> 2015  
Date

  
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Jan Dam  
Tytex CEO

## 1.0 ADDENDA:

Ideas for the improvement and/or revision of this WIP are encouraged from all who work with it. Contact your department manager/supervisor or Quality & Environmental Manager.

## 2.0 REVISION HISTORY:

<b>REV.</b>	<b>DATE</b>	<b>DESCRIPTION OF CHANGE</b>	<b>BY</b>
1.0	27.11.06	Initial release of ISO 13485:2003 work instruction.	Q&E Group
1.1	06.02.08	Removal of the name CEO	PDH
1.2	01.03.11	Removed group in Tytex Group. Changed questionnaire to Code of Conduct. New CEO.	KIR
1.3	04.09.14	Corrected Tytex logo	KIR
1.4	17.06.2015	Corrected name of Tytex CEO	KIR