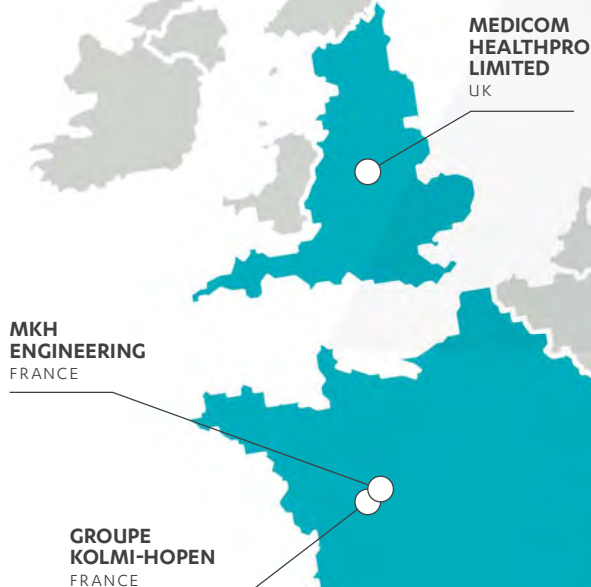




2021



**LETTER OF
COMMITMENT**

**CORPORATE
SOCIAL
RESPONSABILITY**

MEDICOM Europe & Groupe Kolmi Hopen

Corporate Social Responsibility Letter of Commitment

Founded in 1988, the Medicom group is a worldwide manufacturer and distributor of high-quality products for the medical field.

Groupe Kolmi Hopen, which will soon celebrate its 100th anniversary, has been one of the major players in the design, manufacture, and marketing of single-use products for more than 40 years. Our shared commitment is to help make the world safer and healthier by providing consistent and reliable protection.

For several years, we have been facing a difficult environment which requires us to be extremely efficient at all levels and without which the economic equilibrium of our society would be at risk. The market share gained in Europe over the past decade has enabled us to reach the necessary critical size in our relationship to the market (Customers and Suppliers). This growth has been intensified in our historic product family since the start of the COVID19 crisis: Medical and respiratory protection masks.

In this unusual, unprecedented time, all our teams were able to react with energy and engagement using the means made available to them by our organization in record time. It is a collective satisfaction that we must share jointly and a solid foundation on which to build our future.

This economic growth must also be accompanied by sustainable growth for all our employees, our customers, our partners, and our environment.

It is for this reason that in 2021, Medicom HealthPro LTD, MKH Engineering and Groupe Kolmi Hopen have decided to structure and develop their approach to Corporate Social Responsibility, based on the key principles of ISO 26000.

We base our identity on the quality of our products, the performance of our teams, the dynamism of our projects and our commitment to our customers and partners.

With the aim of formalizing their actions and broadening their business model, Medicom Europe and Groupe Kolmi Hopen affirm their commitment in a joint document.

- **Ensure a safe, motivational, and sustainable workspace for our employees**
 - Encourage and maintain smooth and transparent internal communication
 - Continuously improve the quality of working life
 - Maintain a working environment that ensures health and safety
 - Continue to develop the skills of our employees through training and teamwork
- **Deploy innovative and quality products while limiting their environmental impact**
 - Control the quality and conformity of our products to guarantee the health and safety of consumers
 - Consider eco-design for each of our projects to minimize the environmental impact of our products
 - Control the environmental impact of our manufacturing sites using energy saving measures and optimization of our waste management
- **Encourage the development of a sustainable value chain**
 - Ensure the respect for human rights is embedded at the core of how we do business
 - Ensure exemplary ethical behaviour at all levels of our organization
 - Involve our customers and suppliers in sustainable development issues through a constructive and transparent dialogue
 - Include proximity and social responsibility criteria in procurement practices
- **Have a positive external influence on the social, economic and environmental issues, now and in the future**
 - Meet UN Sustainable Development Goal 3: “Ensure healthy lives and promote well-being for all at all ages” by deploying relevant product offerings and actions
 - Actively participate in the life of the community by developing our partnerships and actions at a local level

Through this letter, we renew our commitment to respect all the rules and standards applicable to our activity.

The deployment of these commitments will be ensured by the mobilization of the means and resources necessary for the establishment of objectives, the management of action plans and the monitoring of performance indicators.

The carrying out of these commitments by all our collaborators aims to guarantee the success of this approach.

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Founding Partner / President of Medicom Europe



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