

Explanatory declaration on the sustainability goals in the Code of Conduct

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The Code of Conduct and the UN Global Compact

Ethical principles are absolute and universal in their application. All freedoms, including entrepreneurial freedom, are based on ethical principles that serve as sound moral standards. Such standards give us a reliable framework within which to do business responsibly.

They stake out the boundaries that create a basis for security, orientation and trust. Our company was founded in Berlin in 1919. Over the years, we have faced several momentous turning points. In such moments, it has been our common understanding of rules, principles and values – acting as a compass to guide us through tumultuous times – that has allowed us to agree on the correct course of action. This approach has helped us succeed in the past and will continue to carry us into the future.

To do this, one step we are taking today is delineating our alignment with global ethical guidelines. By taking into account international standards for human rights, employment, environmental protection and anti-corruption, Ottobock's Code of Conduct follows the universally recognised principles of the United Nations Global Compact (www.unglobalcompact.org).

The following declaration fleshes out the binding sustainability goals in the Code of Conduct, based on the 10 principles in the UN Global Compact.

Human rights and labour standards

1. We support and respect the protection of internationally established human rights.
2. We make sure we are not complicit in human rights abuses.
3. We uphold the freedom of association and recognize the right to collective bargaining.
4. We uphold the elimination of all forms of forced and compulsory labour.
5. We uphold the abolition of child labour.
6. We uphold the elimination of employment discrimination.

Human rights are basic, universal rights and freedoms that apply to all people. They include freedom of speech, the right to privacy, the protection of health and wellbeing, as well as the right to education, fair working conditions, and an acceptable standard of living. Human rights are anchored in declarations and agreements drawn up by the United Nations, most notably in the Universal Declaration of Human Rights. Countries across the world are committed to observing these rights.

We at Ottobock can also influence human rights through our actions as a company. We can take affirmative steps to positively wield this influence – for example, by creating healthy work environments and introducing innovations to the healthcare sector. Without proper precautions, however, we also could have a negative impact. We must work to prevent potential worst-case scenarios—like our supplier companies exploiting their employees or raw materials being produced using processes that heavily pollute groundwater, risking public health.

The environment and the climate

7. We pursue a proactive approach to environmental challenges.
8. We undertake initiatives to promote greater environmental responsibility.
9. We encourage the development and dissemination of environmentally friendly technologies.

The environmental principles listed in the UN Global Compact aim to address global challenges such as climate change, endangered species, water shortages, air pollution and deforestation. We have come to realise that by adopting suitable strategies and taking necessary measures, we can reduce our individual risk and embrace new business opportunities.

Anti-corruption

10. We work against corruption in all its forms, including extortion and bribery.

Different forms and levels of corruption pose major challenges in many businesses, industries, and countries. Corruption leads to higher business expenses and transaction costs, distorts competition, and slows down economic growth, to name just some of its consequences.

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