

UMC Utrecht Supplier Code of Conduct

The UMC Utrecht is a healthcare institution that, in its strategy "Connecting Worlds 2020-2025," sets itself the goal of reducing its negative impact on climate and the environment ("A more sustainable UMC Utrecht emits less CO2 and uses fewer raw materials") because of (among other things) its relationship with the health of its patients, employees and students.

Hence, in carrying out our activities, we comply with all applicable laws, rules and regulations and continuously strive to improve our social and environmental performance throughout the entire value chain. We take responsibility for our actions and expect our suppliers to do the same. To this end, we use the UMC Utrecht Supplier Code of Conduct.

The UMC Utrecht Supplier Code of Conduct is based on the United Nations Global Compact and the guidelines of the Organisation for Economic Co-operation and Development (OECD). It sets requirements for doing business ethically and honestly and describes how we want to deal with people, how we want to improve our environment, and how we want to work (together). The UMC Utrecht attaches great importance to compliance with this Code of Conduct and may also review it. For example, through a company visit or by requesting reports.

How we deal with people

Staff, anywhere in the world, should work under humane, fair and safe conditions. Together with our suppliers, we therefore respect the Universal Declaration of Human Rights, the international labor and working conditions conventions formulated by the International Labour Organisation (ILO). The following points are particularly important in this regard:

Anti-Discrimination

All anti-discrimination provisions as stipulated in (supra)national laws and regulations are respected and observed. There will be no discrimination based on age, nationality, race, color, social or ethnic background, religion, gender, orientation or physical disability, political beliefs, union membership or marital status.

Freedom of association and collective bargaining

Employees have the right to join (trade) associations. They have the right to participate in (collective) bargaining aimed at reaching agreement on terms of employment. In situations where the right to freedom of association and collective bargaining is restricted by law, suppliers must give their employees the freedom to appoint their own representatives.

Voluntary labor

It is recognized that labor relies on voluntary arrangements. In no case is forced labor used or taken advantage of as in the case where, in defiance of human rights treaties, pressure is put on people to perform labor. All forms of modern slavery are unacceptable.

Child labor and young employees

Suppliers must combat all forms of child labor. All (supra)national laws and regulations applicable to child labor are respected for this purpose. Of particular importance are ILO Conventions 138 and 182. Suppliers may not employ children who have not reached the minimum legal age for employment or the age of withdrawal from compulsory schooling, whichever is higher. Suppliers may not employ employees under 18 years of age for work that can be hazardous or harmful to health and safety.

Working conditions

Measures are taken to promote and ensure good working conditions. This includes at least work and rest times, safety measures and facilities, measures for specific high-risk groups, and the handling of hazardous materials.

All work should be based on previously documented satisfactory risk management with control measures implemented. This includes physical, social and organizational health risks. Risks should be reduced in the following descending order: removal, substitution, technical control measures, administrative control measures and, as a last alternative, personal protective equipment.

Salary and terms of employment

Suppliers should seek to pay all workers a salary that is sufficient for basic needs and provides disposable personal income. In accordance with applicable legislation, employees should be compensated for overtime at higher than regular hourly rates.

Suppliers should ensure that customary working hours and overtime are within the limits permitted by applicable laws and regulations or agreed upon in relevant collective agreements.

How we treat our environment

Caring for the environment is part of a sustainable business. Measures to protect and improve the quality of the environment, public health and safety are important concerns. Basic principles of caring for the environment are:

Life cycle analysis

It is important that the footprint of products and services be as low as possible. Negative impact on the living environment should be minimized. Valuable methods include LCA (lifecycle analysis), EIA (environmental impact assessment) and TCO (total cost of ownership). An analysis is made of the consumption of raw materials and energy, and emissions during production and throughout the product's life. Resources such as water and energy should be used efficiently, and impact on biodiversity and services from our ecosystems should be minimized.

Product composition

The product composition takes into account the raw materials used, the risks associated with hazardous substances, combinations of raw materials and the possibilities of reusing raw materials and/or components at the end of the product's life.

Waste management and pollution prevention

Waste is avoided as much as possible. Opportunities for recycling are explored and put into practice where possible. Return of products by the supplier at end of life (where suppliers take responsibility for the product and raw materials) is a valued option.

Use of environmental management systems

Suppliers whose activities affect the environment must use a structured and systematic approach toward the environment, such as setting up appropriate environmental protection management systems, establishing objectives and carrying out follow-ups.

Environmental legislation

Suppliers must have all required permits and licenses, and meet the operational and reporting requirements of these permits and licenses.

How we work

The UMC Utrecht believes it is important for a company to operate in an open, honest and independent manner. Specifically, this means the following:

Compliance with laws and regulations

All (supra)national laws and regulations pertaining to business operations must be respected. Where local (industry) standards are more stringent than legislation, these (industry) standards are adhered to.

Transparency

Efforts are made to provide as much transparency as possible about management. Measures to be taken to this end include regular publication, provision of information and accountability for efforts as referred to in this Code of Conduct. An understanding of accomplishments, criteria, positions and choices made is provided.

Integrity

Suppliers have integrity: they do not engage in bribery or kickbacks and they exercise caution in giving and receiving business gifts. The law and culture of countries where business is conducted are respected. Measures are taken to minimize the risks of corruption and/or abuse of power, in both the production and provision of goods, products and services. Suppliers are not allowed to make or accept proposals that may result in unfair or improper advantage. Such improper proposals may include cash, non-monetary gifts, pleasure trips or services and amenities of any other nature.

Conflicts of interest Suppliers must avoid conflicts of interest that could damage the supplier's credibility within the UMC Utrecht or the trust of third parties at the UMC Utrecht.

Fair competition

Suppliers must respect and comply with all applicable competition laws and regulations and not engage in discussions or agreements with competitors regarding prices, market share or similar activities.

Supply chain responsibility

The UMC Utrecht works with suppliers on responsible supply chain management. The supplier will apply the principles of the UMC Utrecht Code of Conduct and introduce and discuss them with employees. Moreover, where reasonably possible, the supplier will question its upstream suppliers to demonstrate compliance with the Code of Conduct.

If suppliers are aware of violations of the code or similar standards, they should take appropriate action. Appropriate action may include corrective measures, depending on the severity of the violation. At the request of the UMC Utrecht, the supplier will provide the UMC Utrecht, within a reasonable period of time, insight into its compliance with this code. The UMC Utrecht reserves the right to monitor compliance with this code through audits and surveys. The supplier may also be asked to prepare an improvement plan, including a time schedule, if this code is not complied with. Persistent failure to comply with the code or repeated and unfounded refusal to provide the required information may result in the suspension or termination of supplier activities at the UMC Utrecht.

Utrecht, December 2021