



Supplier Code of Conduct

February 2020
i-med.com.au



**I-MED Radiology
Network**

Comprehensive care. Uncompromising quality.

Supplier Code of Conduct

I-MED Radiology Network takes great pride in providing patients with a caring, professional and clinically superior service. We do this by continually investing in state of the art technology, recruiting world class radiologists, employing talented and compassionate staff, and developing an unparalleled digital network.

I-MED is a major purchaser of a wide range of goods and services. In maintaining our reputation for quality, safety and service excellence, our responsibility extends to the focussed and professional management of our supply chain. I-MED expects all of its major suppliers, service providers and any other agents or contracted third parties (collectively referred to as suppliers) to adopt an approach to ethical business practices and sustainability that is consistent with I-MED's high standards.

“ Our reputation for quality ... extends to the focussed and professional management of our supply chain. ”



This document establishes our expectations of suppliers, and their supply chain, in providing goods and services to the I-MED Radiology Network.

I-MED's Supplier Policy has been implemented to ensure that, as far as possible, I-MED's suppliers will:

- Comply with all relevant laws, regulations and governmental requirements and directions;
- Conduct their business in an ethically appropriate manner;
- Seek to pursue environmentally sustainable business practices;
- Treat all individuals, including employees and customers, with respect and dignity, including observing all relevant laws and regulations regarding discrimination, equal opportunity and individual and human rights; and
- Abide by I-MED's procedures and reasonable directions.

As a supplier to I-MED you are receiving this Policy with an expectation that you will comply. I-MED will include relevant aspects of its Supplier Code of Conduct into request for proposals or contracts when entering into formal arrangements with suppliers or potential suppliers.

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To whom does this code apply?

This Code of Conduct applies to all suppliers to I-MED, its subsidiaries, joint ventures (including those entities that I-MED holds a non-controlling interest), and all of their employees, contractors, officers and agents.

Compliance with the law

I-MED requires its suppliers to ensure that, at all times, they and all of their employees, contractors, officers and agents adhere to all relevant applicable laws and regulations (including any valid requirements or directions of government departments or agencies). In addition, suppliers are required to ensure that they do not commit or participate in any acts of fraud, corruption, bribery or other conduct that either breaches laws relating to such conduct or would reflect adversely on themselves or I-MED Radiology.



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Code of Ethics

I-MED has adopted a Code of Ethics (“Code”) that outlines the standards required so that I-MED’s people conduct themselves with the highest ethical standards. All employees of I-MED are informed of the Code.

I-MED expects its suppliers to adhere to similarly high standards of ethical conduct at all times. This includes:

- ensuring they do not become involved in situations which would constitute a conflict of interest with their commercial relationship with I-MED;
- treating all commercial information as confidential especially in, but not restricted to, their dealings with competitor organisations;
- ensuring any gifts provided to customers, including I-MED, be of nominal value;
- not offering to I-MED staff members paid travel expenses, accommodation or conference registration without the consent from the I-MED staff member’s manager to do so;
- restricting any market sensitive information obtained from I-MED to only those employees within the supplier organisation with a direct “need to know” and to be used only for the purpose of supplying goods or services to I-MED; and
- not making disparaging, untrue or misleading statements about I-MED, I-MED employees, competitors, customers or other industry participants in which I-MED may be associated with.



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Environmentally sustainable business practices

I-MED recognises its corporate responsibility to respect and improve the environment in which we work and live. I-MED is committed to meeting all relevant regulatory and legislative environmental requirements, to achieve continual improvement in environmental performance and to minimise pollution and waste.

“ We have a corporate responsibility to respect and improve the environment in which we work and live. ”

I-MED is committed to:

- seeking to continuously reduce the amount of hard media used as a record of the imaging study, such as film, CDs and paper;
- identifying and reducing waste, and conserving resources through adopting sustainable purchasing principles where clinically appropriate and commercially viable, and encouraging suppliers and contractors to address environmental management and performance;
- reducing energy consumption and minimising greenhouse gas emissions;
- providing education and training to I-MED staff and suppliers on environmental matters including waste reduction strategies;
- visiting supplier and service provider sites to conduct inspection audits; and
- planning disaster mitigation strategies to reduce adverse environmental outcomes.

I-MED expects that its suppliers will adopt a similar approach to ensuring they conduct their business operations in a manner that promotes environmental sustainability, adheres to all relevant laws and regulations and aims to reduce waste. When choosing significant suppliers, a formal assessment is made of their environmental policies and credentials.



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I-MED Radiology's core values

I-MED's vision is to be the most respected and trusted medical imaging specialists in the world. We strive to be the provider of choice, consistently delivering high quality healthcare to every patient, every time. To support us in achieving this we have five core values:

- **We deliver the highest quality**
- **We connect and communicate**
- **We work together**
- **We are compassionate**
- **We innovate and adapt**

In building commercial relationships with suppliers, I-MED expects those organisations to have a similar commitment to our expressed values, and have a similar approach to treating all individuals with whom they interact, including employees and customers, with respect and dignity. More specifically, this includes:

- adherence to all relevant laws and regulations in relation to non-discrimination, equal opportunity, sexual harassment and human rights;
- compliance with relevant modern slavery legislation, including not using any form of bonded, slave, or child labour;
- providing a safe, healthy and comfortable workplace, including compliance with all relevant workplace health and safety laws and regulations, as well as abiding by the safety principles of each I-MED entity with which the supplier has a relationship;
- maintaining a culture where employees are encouraged to report misconduct, illegal or inappropriate behaviour free from any threat of reprisals or other adverse consequences. This includes adherence to relevant whistleblower legislation and introduction of

- policies and procedures as required;
- providing and supporting freedom of association for employees to join trade unions and other employee representative groups and for those groups to bargain collectively on behalf of employees;
- employing only those individuals with a legal right to work in that jurisdiction;
- complying with all relevant laws and regulations in relation to legal minimum rates of pay and other conditions of employment for workers, such as fair working hours, meal and rest breaks and other conditions designed to enhance employee health and safety;
- prohibiting physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation in both the workplace and in relationships with customers;
- treating staff fairly and equitably, including providing written confirmation of their terms and conditions of employment if requested; and
- ensuring all employee entitlements and prescribed conditions of employment under relevant laws and regulations are adequately implemented and accounted for.

When choosing suppliers, I-MED may request details of customer's policies and practices for the purposes of assessing their quality as a supplier.

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Adherence to I-MED's procedures

I-MED has developed a set of procedures to enhance and streamline commercial relationships with suppliers, and also to protect suppliers' safety when on site in I-MED clinics and other locations. I-MED expects suppliers to adhere to these procedures.

These include:

- adhering to I-MED's safety procedures, including any specific local requirements which includes induction for all suppliers who are visiting and working on sites;
- adhering to the procurement policies of I-MED, which includes referring all pricing, contractual and other commercial matters to the I-MED procurement department; and
- adhering to all policies, procedures and legislation designed to protect individuals, in particular I-MED's patients and customers. This includes protecting their privacy (particularly when handling health information), safety, and, ensuring that when supplying I-MED there is as little disruption to patients as possible.

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We expect our suppliers to have a similar commitment ... to treating all individuals with respect and dignity.

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