



KARL STORZ

CODE OF CONDUCT

Our framework for ethical conduct in the workplace

STORZ
KARL STORZ — ENDOSKOPE



Our framework for ethical conduct

Dear employees,

KARL STORZ is an innovative, successful, and independent family company in the medical technology industry. Our high-quality products, solutions, and services create unique value for our business partners and facilitate consistent peak performance. In this way, we contribute to improving the health and lives of patients worldwide. To do so successfully, we need society and our business partners to place confidence in us. We have to re-earn this trust again and again, which is why we need people to do the right thing and make the right choices every day. This applies to everyone equally - employees and executive management alike.

Each one of us must base our actions on the law, internal policies, voluntary commitments, and ethical principles. Without exceptions. So illegal deals and activities are unacceptable – all over the world.

Our KARL STORZ corporate values reflect this principle as well. Integrity, in particular, is an essential element of our corporate culture.

Integrity means we are trustful, compliant, committed and accountable.



This Code of Conduct, which is internationally binding for all of us, translates our corporate values as well as laws, internal policies, and other guidelines into practical instructions that help us make responsible decisions even in difficult situations. Please internalize the principles in our Code of Conduct and follow them at all times in your daily professional life. To assist you, each following chapter provides detailed information with example cases, FAQs, and contact information for people to reach out to with any questions or concerns. When in doubt, listen to your gut and let your conscience guide you.

In summary, our Code of Conduct is central to everything we do, no matter where we are in the world. The Code aims to ensure that we act in an ethically responsible manner at all times. Basing our actions on what we think might be permitted under local law is not enough – we are dedicated to doing what is right and appropriate. If we all follow this guidance consistently we can position ourselves as a successful and sustainable global company.

Thank you very much for your support!

Tuttlingen, August 2022

Karl-Christian Storz
Managing Director & CEO
KARL STORZ SE & Co. KG



Our Code of Conduct

Why is this Code of Conduct important for me?

Our Code of Conduct helps us make the right decisions every day and offers guidance in difficult situations. Since it is based on our corporate values, it shows us what KARL STORZ stands for so we can evaluate whether our activities are in line with our corporate culture. Though the right course of action is usually obvious in most cases, the Code of Conduct will also guide us where to seek advice and assistance in those gray areas we may encounter at times. Together, we can then avoid risks by taking prompt action.

Each of us is individually responsible for understanding and complying with the requirements of the Code of Conduct as well as all laws and guidelines relevant to us. We can uphold this responsibility by participating in all required training, keeping ourselves informed, exercising our critical thinking skills, and, when in doubt, asking questions of, or seeking guidance from, one of the resources identified in this Code (e.g., the respective supervisor, the Compliance Department, the Legal Department, etc.).

Who is subject to this Code of Conduct?

Our Code of Conduct is binding for all EMT members as well as KARL STORZ managers and staff worldwide. Managers on all levels act as role models, leading by example and promoting a culture of compliance as a fundamental element of our corporate values. They make sure their teams are supported appropriately in doing the right thing. Disregarding this Code of Conduct, failing to participate in required training, and neglecting to sign associated documents do not relieve us of the obligation to comply with the requirements stated herein.

Non-compliance with this Code, KARL STORZ policies, procedures and guidelines, or applicable laws and regulations is inconsistent with our terms of employment and may result in disciplinary action, including possible termination of employment.



Who is responsible for this Code of Conduct?

KARL STORZ executive management is responsible for the release and publication of this Code.

How is the Code of Conduct revised or updated?

The KARL STORZ Chief Compliance Officer and other experts review the Code of Conduct regularly to identify any necessary changes. Any changes to this Code of Conduct require approval from the Chief Compliance Officer as well as KARL STORZ executive management.

What do I do if a situation is not described in the Code of Conduct?

This Code of Conduct does not cover every conceivable situation we might encounter in our daily work. However, it serves as a guide to help us act conscientiously and with integrity at all times. We should each be familiar with the laws and regulations generally applicable to our duties. We voice our concerns openly, and when in doubt, we seek out advice and assistance.

What should I do if I feel uneasy about something?

In most cases, it is clear how our Code of Conduct should be implemented in practice. But sometimes, we encounter gray areas, where we either know that there is a potential problem or we intuitively sense that something is not quite right. If we are unsure how to proceed, the following three steps serve as a guide:

1. We listen to our consciences: Do I still feel good about the decision after the fact? What would my family or friends say about it? Would I be okay with the media publishing what I did?
2. We do not make hasty decisions: Do I have all the important information I need to make the decision? How might this decision affect the company's reputation? Am I being pressured? How so?
3. We ask for advice: Who can help me make this decision? Asking too many questions is better than too few.



Whom can I contact if I have questions or concerns regarding this Code of Conduct or if I have observed behavior that violates this Code?

All employees are required to report promptly any known or suspected violations of the Code of Conduct, KARL STORZ policies, procedures or guidelines, or any applicable law or regulation.

If you have questions, concerns, or something to report, talk to your supervisor or their superior, or reach out to the contact persons listed in the individual chapters, Human Resources (on HR matters), or Compliance.



You can also reach the KARL STORZ Compliance Hotline online or by phone at any time. Simply go online at <https://go.karlstorz.com/ComplianceHotline> to find the hotline number for your location or to share a concern online.

The KARL STORZ Compliance Hotline is a safe option for confidentially reporting potential compliance violations.

You may elect to remain anonymous insofar as this is permitted under your national laws. KARL STORZ will not take any retaliatory action and will not tolerate any reprisals against employees who express concerns in good faith.



Our framework for ethical conduct

We comply with the
KARL STORZ Code of Conduct

We cooperate
with requests



We avoid
conflicts of interest



We protect
confidential information



We treat company
property with respect



We protect the environment
on a sustainable basis



We market effective
and safe products



We combat
corruption and bribery



We promote
fair competition



We generate
a secure supply chain



We work in
a safe environment



We respect
each other



We market effective and safe products

Continuous understanding of and timely attention to constantly changing customer needs form the basis of our innovative drive. Ensuring the health and safety of patients is our top priority and guides our daily work.

Within the framework of its production processes, KARL STORZ is committed to putting well-being, safety and high-quality solutions at the center of everything that is done for patients and healthcare partners around the globe.

Product quality creates customer loyalty:

KARL STORZ develops and manufactures safe and effective products for the protection of both users and patients.

On ethical grounds, the development, manufacture, approval, marketing and service of medical products are subject to strict governmental regulations with regard to risk minimization.

Furthermore, KARL STORZ seeks to ensure that its products and services in the market are safe and effective in accordance with applicable regulatory requirements.



Due to the complex nature and volume of all applicable regulations as well as potential product risks, KARL STORZ is continuously developing its quality management systems to ensure you are aware of regulatory requirements in the company and implement them accordingly.

As an employee, you are also required, through your work and your knowledge, to minimize the risks associated with a product as far as possible.



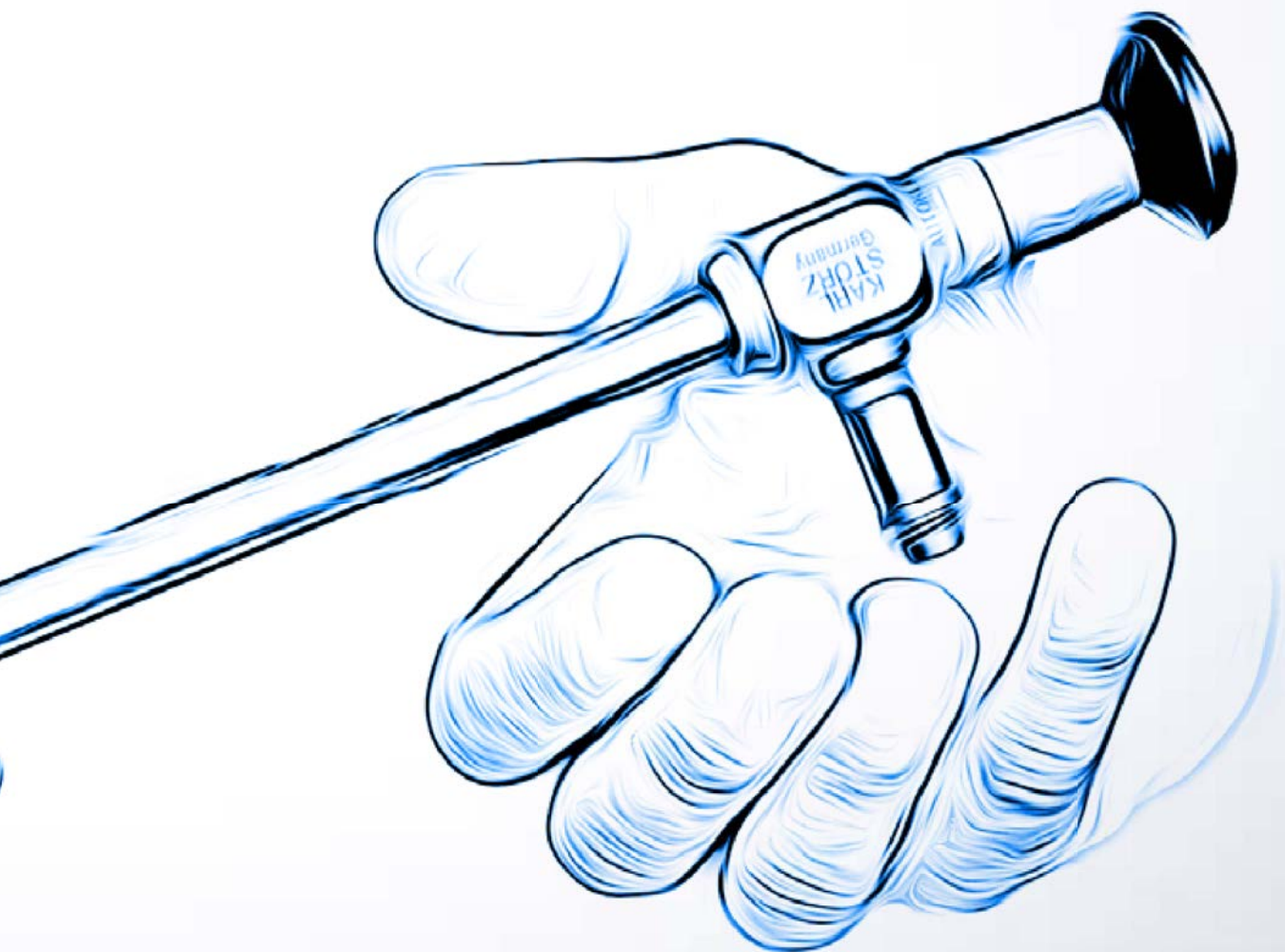
Ask yourself:

- Am I familiar with all work instructions that are relevant for my tasks?
Where do I find them?
- Do I know where to report any adverse safety- or quality-related risks concerning our products?



Find out more:

Global Patient Health & Regulatory Compliance: regulatory@karlstorz.com



We combat corruption and bribery

Customers place their trust in KARL STORZ and purchase our products and services for many reasons, reputation being one very important one. Their trust is based on factors such as quality, performance, service, and on-time delivery. Even the appearance of unfairness or favoritism could ruin our reputation and business with our customers.

In cases where KARL STORZ enters into a service agreement with a third party with the goal of acquiring business for KARL STORZ, these services are to be conducted on an arm's length basis. No arrangements with third parties in a position to generate business for KARL STORZ (such as employees of medical facilities, suppliers, etc.) may be made for the purpose of unfairly obtaining, retaining, inducing or directing business to KARL STORZ. No employee may directly or indirectly offer, promise or grant undue advantages to public officials in connection with business activities, or approve such services. Cash payments or any other benefits may not be used to influence or expedite official acts or decisions, or to obtain an undue advantage. The same applies to individuals from the private sector with respect to undue advantages.

Quality of service, not corruption:

The company's activities are based on objective performance parameters and never on corrupt practices. We cultivate good relationships – but not through improper means.

Each offer, promise, contribution and benefit must comply with all applicable laws and, where permissible, be in conformity with local customs, and should be sent directly to the address of the business partner and must not give rise to the appearance of dishonesty or impropriety. No such offers, promises, contributions, or other benefits should be provided, if they might have even the appearance of an attempt to unduly influence or bribe a public official, business partner, customer, or anyone else in order to gain business advantage for KARL STORZ or yourself.

Such benefits could include the provision of loans of assets, donations, grants, sponsorship payments, meals, cultural or sporting event attendance, or services without charge.

No undisclosed or unrecorded funds or assets will be granted for any reason. No payment should be approved or made that is intended, in full or in part, for any purpose other than that described by documents supporting the payment.

All types of contributions should be correctly recorded in accordance with the booking processes in our financial system. No false or artificial entries will be made in financial or other documents kept by KARL STORZ. You, as an employee, should not engage in any arrangement or activity that results in such prohibited acts, even if directed to do so by a supervisor or when under pressure to meet business targets.

The acceptance of invitations and the independent invitation of business partners that are not related to business visits or that are outside of the normal course of business due to their nature require a careful compliance check and internal approval by your supervisor.



Ask yourself:

- Is a potential business partner already showing signs of engaging in dubious business practices?
- Am I certain that I am not unduly influencing anyone to advocate in favor of KARL STORZ?
- Is what I intend to provide appropriate under KARL STORZ policies, procedures and guidelines? In particular, have I made sure that this gift or invitation is in no way in exchange for a purchase from or commitment of business to KARL STORZ?
- Could this gift or invitation be considered attempted bribery?



Find out more:

Global anti-corruption policy, Red Flags, Third Party Code of Conduct, local Compliance Officer



We promote fair competition

Fairness and honesty form the basis of all KARL STORZ business activities. KARL STORZ believes that innovation, quality, and performance at fair, competitive prices contribute to the company's success; it rejects unfair and anti-competitive practices. Compliance with competition and anti-trust laws in each country where the company does business is a matter of course for KARL STORZ.

Legally compliant behavior towards market partners:

**We strive to stay ahead of the competition –
but using only fair means.**

KARL STORZ employees must identify themselves as such and must not violate or create the appearance of wanting to violate the applicable competition or anti-trust regulations, nor may they request that competitors, customers, or suppliers do so.

It is strictly prohibited to fix prices and conditions, to carve up markets and regions, to allocate customers, and to coordinate strategies regarding offers, development or production with competitors.

Explicit written agreements are forbidden, as are coordinated activities. The exchange of information with competitors, which could form the basis of such a coordinated action (in particular with regard to prices, costs, margins, conditions, customers, quotations, product developments, manufacturing capacities, and marketing activities), is forbidden.



KARL STORZ neither engages (whether by written contract, oral agreement, or tacit complicity) in illegal price fixing or other improper business arrangements with competitors, suppliers, or customers, nor asks or requires others to do so.

KARL STORZ will never abuse the company's strong market position, for example by discriminating on price or refusing to supply appropriate customers. Before and during the development of new products and services, we check for any potential violations of existing competition laws or protection rights.

Invitations to meetings with competitors always require approval by the local executive management of KARL STORZ. When dealing with competitors, it is important to adhere to the principles of this Code of Conduct and to exercise extreme care in all communications to avoid even the appearance of impropriety.

Employees who work on behalf of KARL STORZ in trade associations or standards committees are carefully selected, trained and instructed by the local site management. The applicable internal guidelines must be acknowledged and followed.



Ask yourself:

- Have I contacted our legal experts to discuss any antitrust issues, for instance regarding cooperation with a competitor or reasons for rejecting a business opportunity?
- Am I being offered or given information on other market participants that is normally confidential, e.g., prices, delivery quantities, quality agreements, etc.?



Find out more:

Local Compliance Officer, Legal Department



We generate a secure supply chain

Due to its international activities, KARL STORZ is confronted with a number of national and international regulations governing the cross-border movement of goods.

In addition to customs, export, and import regulations, these include safety rules and regulations concerning registration and permits for goods, services, exchange of information as well as capital movements and payments.

National and international export control regulations are of particular importance. All employees must observe these regulations when goods or services are purchased, procured, manufactured or placed on the market or if technologies are transferred or received.

Secure supply chains create trust:

Compliance with all statutory requirements is essential for securing our future position in the worldwide market.

Import/export regulations and goods transfer rules are there to help protect an ethical and humane supply chain and facilitate international trade. It is imperative that we confirm the companies we do business with are compliant with these regulations before we engage in any business activity.

In particular, if the arrangement cannot be avoided altogether, we must conduct sufficient background and fact checks and take other appropriate measures before engaging in any dealings with third parties (individuals or organizations) that are known or suspected to be involved in any improper or illegal activities.

We work actively to promote humane working conditions that comply with applicable national regulations in all of our supply and distribution chains, and to combat all forms of inhumane or unethical treatment, slavery, forced labor, child labor, disregard for occupational safety and health requirements, employee discrimination, inadequate wages, withholding of food and water, unlawful seizure of land and livelihoods, torture, or exploitation of emergencies and conflict resources.

Ethically justifiable and necessary activities with embargoed states, entities or individuals always require prior written consent from the global executive management of KARL STORZ.

To prevent smuggling, all goods and services must be declared as completely and as accurately as possible in accordance with international customs regulations and the appropriate packing material and transportation methods must be used in order to guard against falsification or abuse.



Ask yourself:

- Do I know whether the international transfer of goods, downloading of technologies, or rendering of these services (even between KARL STORZ subsidiaries) is subject to trade restrictions?
- Will I be compliant if I transfer this intellectual property, knowledge, or trade secret to another person (even if this person works at KARL STORZ)?
- When carrying out import and export transactions, have I examined the applicable legal provisions in detail?
- Have I checked whether export restrictions apply to the product, destination country, customer, or intended purpose?
- Is there reason to believe that our product might be used for illegal purposes, for instance based on suspicious customer requests regarding product markings or transport routes?
- Am I aware that business and personal travel are subject to different customs regulations?



Find out more:

Global Customs Department: Global.Customs@karlstorz.com



We work in a safe environment

KARL STORZ is committed to providing a safe, clean and healthy work environment for its most important resource: its employees. Consequently, the local site management perform systematic risk analysis and take preventive, protective and reactive measures.

Employee protection:

Together, we strive for a healthy and safe work environment.

As an employee of KARL STORZ, you are required to observe all applicable legal regulations, norms and principles concerning health and safety at work at all times.

We expect all employees to actively familiarize themselves with workplace safety regulations, including those of customers and business partners, and to raise awareness levels about hazards to themselves and others.



Ask yourself:

- Do I know what I need to do in emergencies?
- Do I occasionally carry out tasks for which I have not been properly trained?
- Have I ever cut corners on safety when under pressure?



Find out more:

Direct supervisor, Plant Safety Department



We respect each other

KARL STORZ respects the personal dignity, the privacy and the personal rights of each individual, whether employees, business partners or customers.

KARL STORZ works with individuals from different ethnic backgrounds, cultures, religions and ages regardless of disability, skin color, sexual identity, ideology and sex.

Fair conduct:

Employees and the company KARL STORZ are committed to creating an open business climate based on mutual respect.

In accordance with the values of KARL STORZ and the laws of the countries in which the company operates, discrimination on the basis of these characteristics as well as sexual harassment or other personal attacks on individuals will not be tolerated. This applies to internal cooperation as well as to the conduct of superiors towards employees and to conduct towards external partners.



KARL STORZ takes its decisions regarding employees, suppliers, customers, business partners, etc. solely on the basis of factual and objective considerations, and never on the basis of inappropriate considerations such as, for example, discrimination or coercion.

KARL STORZ expects the same conduct from you. Respect the privacy of others. All direct or Internet-based sexual harassment or workplace bullying is prohibited. Help potential victims to exercise their rights.



Ask yourself:

- Are any subconscious thought patterns or assumptions affecting my judgment when it comes to certain individuals or situations?
- How can I contribute to a healthy work environment?
- Do certain actions or comments make another person feel bad? In this context, it is irrelevant whether you notice this yourself or the affected person tells you they are feeling bad.



Find out more:

HR department



We protect the environment on a sustainable basis

Protecting the environment and, in this context, reducing greenhouse gas emissions and conserving natural resources are very important to KARL STORZ.

Through the managerial responsibility of KARL STORZ and the support of its employees, KARL STORZ is committed to conducting its activities and business in an environmentally sound manner. This particularly includes complying with environmental laws and regulations. KARL STORZ initiates group-wide programs for the responsible use of natural resources, energy, packaging, and transport as well as for recycling and pollution prevention. Resource conservation includes, for instance, employees using equipment, input materials, and energy in a conscientious manner and preventing waste.

Environment protection means safeguarding the future:

In conducting its business, KARL STORZ seeks to minimize its impact on the environment and resources to protect our planet, our communities, our employees, and future generations.





Ask yourself:

- Is this a sustainable choice, or will I be running the risk of harming the environment?
- Did I switch off lights and equipment when leaving the office?
- Do I need to print this document?



Find out more: KARL STORZ UN Global Compact,
Environment, Energy, Sustainability (EES) department: sustainability@karlstorz.com



We treat company property with respect

You as an employee are obligated to treat company property placed at your disposal, or property belonging to customers or business partners carefully in accordance with their intended purpose and job tasks.

Protection of company assets:

The company and its employees are jointly committed to the prudent handling of company property.

This includes material assets such as equipment, facilities, materials, means of communication, storage space, company or rented vehicles, operating resources and buildings as well as immaterial assets like financial assets and information.

The workplace and all company facilities and/or assets entrusted to the company by third parties must be maintained in an orderly fashion at all times.

Any damage or loss must be reported immediately in compliance with local regulations.

KARL STORZ property must be used exclusively for corporate purposes and may only be removed from KARL STORZ premises in accordance with KARL STORZ policies, procedures, and guidelines, or with express approval from a supervisor. Depending on local internal policies, KARL STORZ may potentially permit employees to use IT equipment for personal purposes, e.g., provided that the employee signs a form consenting to data processing by KARL STORZ.

We maintain purposeful, resource-friendly communication with regard to the communication types and media used.

The relevant instructions of the local site management for efficient and resource-friendly organization of business travel and expense accounts are to be observed.



Ask yourself:

- Do I use KARL STORZ assets in a reasonable and responsible way?
- Is this asset used predominantly for business purposes?
- Have I taken the necessary steps to protect company property or the property of customers, business partners, or third parties from damage or misuse?



Find out more:

IT department, Facility Management



We protect confidential information

Confidential information is the property of KARL STORZ, its business partners, competitors, customers, or patients.

The protection of personal information is an important element of KARL STORZ's commitment to our patients, health care professionals, suppliers, distributors, business partners, and employees.

You should demonstrate respect for the privacy rights of others by safeguarding personal information about individuals and protecting it from unauthorized, improper, or unlawful disclosure or misuse. You should not use or maintain personal information for any purpose outside of your duties for KARL STORZ or the permitted purposes for which the information was provided. When collecting, storing, using and/or sharing personal information about individuals, whether they are employees, patients, customers, or others, you are expected to comply with all KARL STORZ policies, procedures, guidelines and applicable privacy laws and regulations.

With regard to the cross-border activities of KARL STORZ, the maximum legal or regulatory requirements for data protection must always be observed.

KARL STORZ pledges to preserve the trade secrets and confidential information of others. Although information obtained from the public domain is a legitimate source of competitive information, it is not allowed to obtain trade secrets through improper means or to use information so obtained.

Safeguarding trade secrets:

In the company's interest, we safeguard our own trade secrets and respect third parties' confidential information.

You are obligated to maintain the confidentiality of any non-public information gained during the performance of your duties, except when disclosure is authorized or legally mandated.

In cases where we share business information with suppliers or distributors, they must be fit to handle and safeguard this information.

The types of information that you as an employee must safeguard include the business strategy and associated plans of KARL STORZ, unannounced products and/or orders, collaborations, figures on revenue and earnings, customer and supplier lists, patents, patent applications, trade secrets, price calculations, manufacturing techniques, potential incidents and clinical trials as well as sensitive financial information, whether in electronic or conventional format.

Employees are not permitted to reveal information about KARL STORZ online, on television, or to the press, nor may they grant interviews on the subject of KARL STORZ, without first receiving express permission from KARL STORZ global executive management and receiving prior instructions. Discussions should be conducted and comments made with loyalty and respect. If you would like to express yourself publicly (e.g., share a social media post), please always make it clear that you are expressing your personal opinion. For example, use the word “I” instead of “we” to clarify that you are not speaking on behalf of KARL STORZ.



Ask yourself:

- Who owns this know-how or information, and am I permitted to pass it on to third parties?
- Are my software licenses still valid?
- Is there any chance I am using information specific to a previous job of mine?
- Are our intellectual property rights being violated, or are we potentially violating others' rights?



Find out more:

Local Information Security Officer, Legal department, local Data Protection Officer.
In case of media inquiries, please contact your local Communications office or (if there is none) communications@karlstorz.com.



We avoid conflicts of interest

As an employee of KARL STORZ, you are obligated to make business decisions in the best interests of KARL STORZ and not in your own interest or in the interest of others.

Conflicts of interest arise if you engage in business activities or advance personal interests or those of other individuals, groups and entities at the expense of KARL STORZ.

Division between personal and professional interests:

Employees act in a transparent manner and in the best interests of the company.

You are obligated to inform your superior of any situations in which any personal interests come into conflict, or could come into conflict, with the execution of your professional duties. It is important that all employees recognize and avoid potential conflicts of interest.



The following examples may constitute an improper conflict of interest:

- you, or a related party, have ownership of, or hold an interest in, a competitor or in a business that has or is contemplating business relations with KARL STORZ.
- profiting – or assisting others to profit – from confidential information or business opportunities that are available in connection with your professional duties at KARL STORZ.
- providing paid or unpaid services to a competitor or to a present or proposed supplier or to a customer in your capacity as, for example, employee, associate, partner, agent or consultant.
- soliciting or accepting gifts, payments, loans, services or any other benefits from suppliers, customers, competitors or any other individuals doing business or seeking to do business with KARL STORZ.
- exertion of own or third-party influence or attempting to influence any business transaction between KARL STORZ and another entity in which you or an associated party has a direct or indirect financial interest or with which you or an associated party do business.
- individual use, disposal, distribution of knowledge and experience acquired at KARL STORZ or own inventions.

KARL STORZ supports its employees in their sociopolitical or social commitments. Employees' involvement in associations, parties or other social, political or welfare-related institutions, be it in a representative or voluntary capacity, must be compatible with fulfilment of their obligations as set out in the employment contract. Any public expressions of opinion made by employees should not refer to the company and should be made outside working hours. In general, employee demeanor should be characterized by loyalty toward KARL STORZ.



Ask yourself:

Might information I possess constitute an undue advantage for me or another person when making decisions regarding business relationships?



Find out more:

HR department, local Compliance department



We cooperate with requests

KARL STORZ endeavors to maintain an open and cooperative relationship with all responsible authorities and legal representatives in accordance with statutory provisions. Accordingly, we provide information in a timely and correct manner. Communication is objective and factual. If authorities follow up on violations of applicable law, the processes involved follow specific rules. These rules include the right of the individual involved to legal counsel. Exercising the “right to remain silent” does not constitute an admission of guilt.

Cooperative handling of requests:

We respond to requests from authorities in a timely and truthful manner.

Site management, company attorneys, the local compliance officer, and the local Communications department (or Global Corporate Communications) must be contacted immediately regarding any government investigations or unannounced inspections. In this case, we behave in a competent and respectful manner while continuing our business processes where possible. It is prohibited to enter or to tamper with premises or facilities that have been sealed off for investigation purposes.

No employee is allowed to destroy, remove or alter printed or electronic information associated with a possible or current judicial, official or civil investigation or lawsuit. This applies to all information, including information which, according to instructions, does not explicitly need to be documented or that which should be regularly deleted on the basis of such instructions or automatic procedures.



Find out more:

Legal department, Communications department





We comply with the KARL STORZ Code of Conduct

To ensure ethical conduct and lawful business practices and to ensure compliance with the laws of each country in which KARL STORZ does business, you are called upon to embrace and adhere to the KARL STORZ Code of Conduct. In addition, you, as an employee, should observe applicable local instructions and the statutory regulations of the legal system in which you operate.

Taking responsibility:

The KARL STORZ Code of Conduct provides an ethical and legal framework for responsible work on the part of each employee.

Note

The original version of this Code of Conduct is drafted in the English language. It may be translated into local languages. In case of discrepancies between the local version and the original English version, the latter shall prevail.

KARL STORZ Code of Conduct

Employee Confirmation:

This is to acknowledge that I have received a copy of the KARL STORZ Code of Conduct and that I have read and understood it. I have discussed any queries with my supervisor.

I pledge to observe the requirements summarized in this Code of Conduct, to report any violation or suspected violation of the KARL STORZ Code of Conduct immediately in the manner outlined in this document, and to provide my supervisor (or a third party appointed by my supervisor) with a complete and truthful account of my work activities or any relevant information.

I hereby confirm that I have understood that the KARL STORZ Code of Conduct is neither a contract of employment nor a basis for payment in kind and does not constitute an approach to perform actions on behalf of KARL STORZ or to visit KARL STORZ facilities or events.

I hereby confirm that I have understood that I may be subject to civil or criminal charges if I fail to comply with the KARL STORZ Code of Conduct and instructions provided therein.

The original of this signed confirmation will be submitted to the HR department for deposit in my personnel file. If the Code of Conduct is acknowledged through LMS, this confirmation will not need to be returned to HR.

Name of company

Department

Position

First Name

Last Name

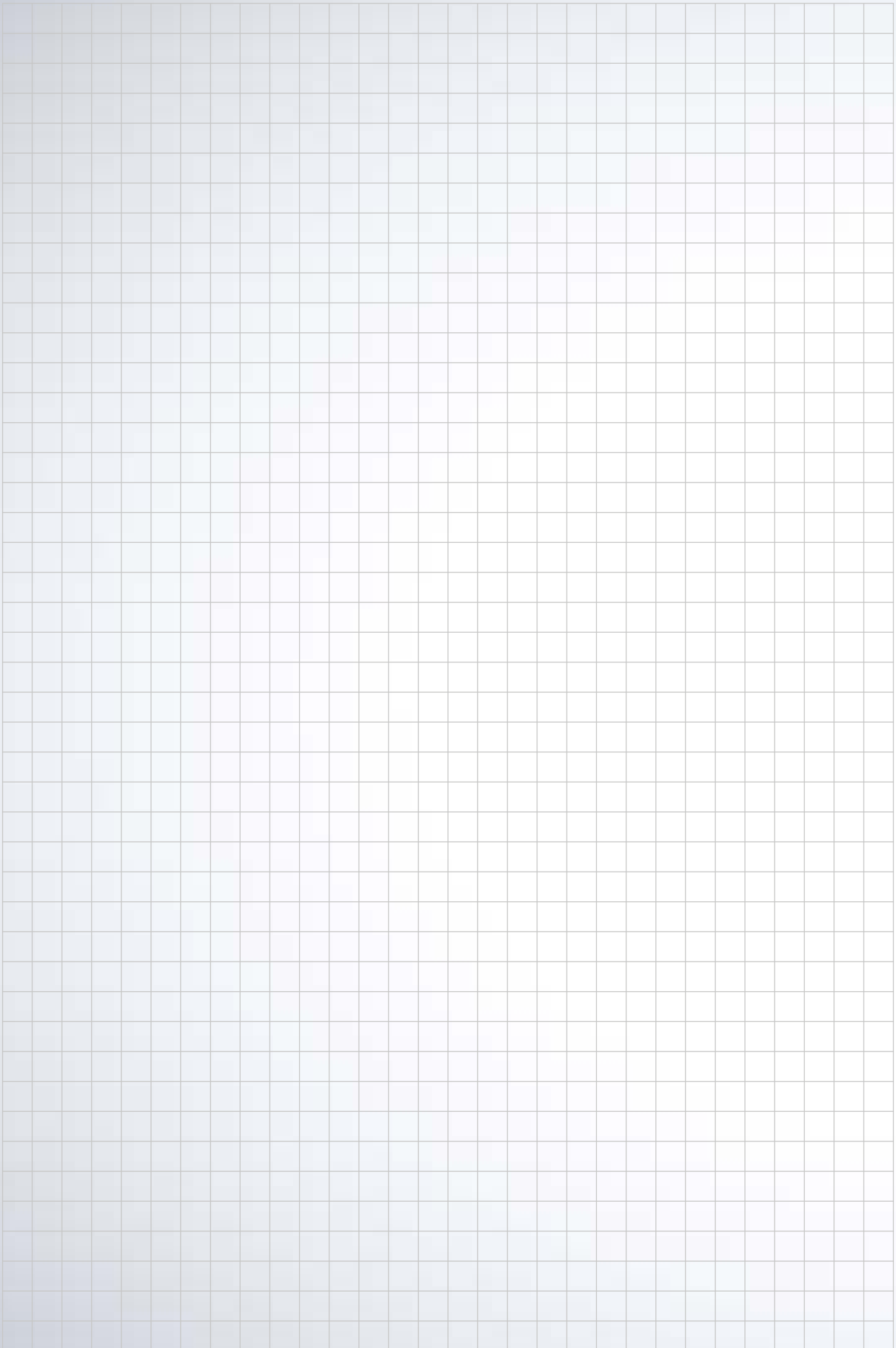
Company ID or Date of Birth

Employee Signature

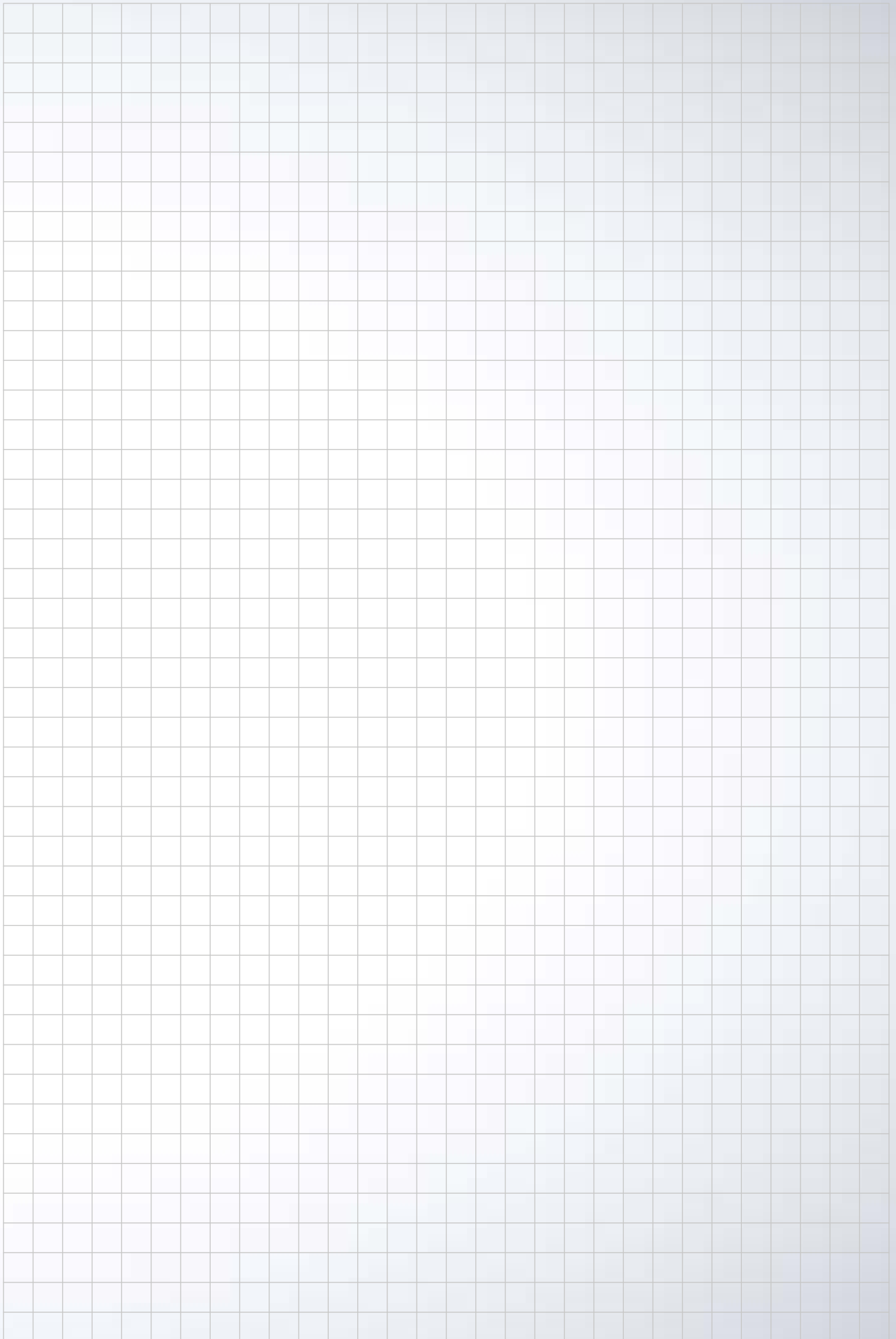
Date



Notes



Notes



More than
75
Years

*Shaping the Future
of Endoscopy with you*

