



CODE OF CONDUCT

BIOTRONIX HEALTHCARE INDUSTRIES INC.

TABLE OF CONTENTS

Contents


Confidential Information_____	1/2
Competition and Fair Dealing_____	3
Corruption and Bribery_____	3
Environment_____	4
Company Property_____	5
Equal Opportunity_____	5

Confidential Information

Business Trade Secrets

We protect all business trade secrets, trademarks and confidential information of our company. When business trade secrets are disclosed to any supplier, distributor, business partner or employees we require for that all information is kept in the strictly confidence. Trade secrets include:

- 'Customer Information' which includes names of customers, all customer contact information, contracts and their contents and parties, customer services, data provided by customers and the type, quantity and specifications of products and services purchased.
- 'Intellectual Property' which includes information relating to proprietary rights prior to any public disclosure of such information, including but not limited to the nature of the proprietary rights, production data, technical and engineering data, technical concepts, test data and test results, simulation results, the status and details of research and development of products and services, and information regarding acquiring, protecting, enforcing and licensing proprietary rights (including patents, copyrights and trade secrets).
- 'Marketing and Development Information' which includes marketing and development plans, price and cost data, price and fee amounts, pricing and billing policies, quoting procedures, marketing techniques and methods of obtaining business, forecasts and forecast assumptions and volumes, and future plans and potential strategies.
- 'Business Operations' which includes internal personnel and financial information, vendor names and other vendor information (including vendor characteristics, services and agreements), purchasing and internal cost information, internal services and operational manuals, and the manner and methods of conducting business;

- 
- 'Product Information' which includes all specifications for products as well as work product resulting from or related to work or projects of any type or form in any stage of actual or anticipated research and development;
 - 'Production Processes' which includes processes used in the creation, production and manufacturing, formulas, patterns, molds, models, methods, techniques, specifications, processes, procedures, equipment, devices, programs, and designs.
 - Confidential Information will also include any information that has been disclosed by a third party to the Inventor and is protected by a non-disclosure agreement entered into between the third party and the Inventor.

Supplier Trade Secrets

- Suppliers shall comply with all applicable environmental, health and safety laws, rules, and regulations.
- Suppliers shall have environmental, health and safety management systems
- Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labor Convention 182 of the International Labor Organization.
- Suppliers shall take reasonable measures to ensure that their suppliers adhere to similar environmental and social responsibility principles.
- Suppliers shall comply with all applicable anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act.
- Supplier shall comply with applicable security and privacy laws and regulations as well as data retention requirements in all situations when conducting business with Agilent

Employees Personal Data

Biotronix Healthcare protects the personal data of our employees against all unauthorized disclosure. We handle all personal data of our employees with special care and in compliance with all applicable regulation in the countries we do business in.

Competition and Fair Dealing

Biotronix Healthcare deals fairly with customers, competitors, patients, government authorities and employees. Biotronix Healthcare promotes free and fair competition and faces this challenge in a fair and open manner. We rely on the persuasiveness of the quality of our products and services and disclaim unfair or illegal market practices. Biotronix Healthcare will comply with both the laws of each of the jurisdictions in which it does business as well as international requirements. Export and trade restrictions as well as embargoes will be respected.

Biotronix Healthcare prohibits the following:

- Discussions or contacts with competitors about pricing, costs, or terms or conditions of sale.
- Discussions or contacts with suppliers and customers that unfairly restrict trade or exclude competitors from the marketplace.
- Agreements with competitors regarding allocating markets or customers; and
- Agreements with others to boycott customers or suppliers.

Corruption and Bribery

- Biotronix Healthcare prohibits any employees, colleagues and anyone acting on Biotronix Healthcare's behalf from offering, giving, requesting, accepting or receiving a bribe.
- No employee, distributor, agent nor anyone acting on Biotronix Healthcare's behalf may ever offer, authorize or provide a payment or benefit that is intended to improperly influence or even appears to improperly influence a government official, or to gain any unfair business advantage. Most countries in which we do business have laws that forbid making, offering or promising any payment or anything of value (directly or indirectly) to a government official when the payment is intended to improperly influence an official act or decision to award or retain business or gain a business advantage.
- As a U.S. company, Biotronix Healthcare Industries Inc. and all its employees and partners must comply with the U.S. Foreign Corrupt Practices Act as well as with all local anti-bribery and anti-corruption laws.



Environment

Reducing our footprint on the environment helps our performance and the lives of the communities we are in. A responsibility toward protecting the environment is firmly embedded in the corporate guidelines of Biotronix Healthcare Industries Inc. We aim to reduce our environmental footprint worldwide. This is one of our basic ethical values that we thrive for and contribute to.

We at Biotronix Healthcare make Environmental protection an integral part and responsibility of our employee's daily routine. We seek a positive impact on the lives of patients, employees and communities we operate in worldwide.

Initiative in Process:

- Reduce our contribution of greenhouse emissions by streamlining our shipping and logistic operations. Reducing airfreight shipments which increase emissions by 200 times.
- Reducing packaging size and looking for more innovative eco-friendly packaging options.
- Engage our suppliers, contractors and agents to be socially and environmentally responsible.
- Implementing Recycling initiatives in our offices worldwide.
- Emphasizing practices such as energy conservation, waste management, and renewable resources in our offices worldwide.



Company Property

The proprietary information and property important to Biotronix Healthcare's operations are an integral part of our business. Protecting and preserving this information is the key to our success.

Our business secrets, trade secrets and trademarks are an important asset of our company. These assets are of important financial importance to us and we protect them.

All the employees at Biotronix Healthcare are expected to protect and preserve these assets, secrets and property to make sure that our development and growth continues.

Equal Opportunity

Diversity is important at Biotronix Healthcare. New employee hiring decisions are not based on race, ethnic background, gender, religion, age, political affiliation, disability, sexual orientation or any reason protected by law in each jurisdiction.

Biotronix Healthcare success in the global market is based on our employee diversity. This brings the many strengths and talents that diversity brings to our workplace.

Contact Information

Biotronix Healthcare Industries Inc.

4 Robert Speck Parkway #1501

Tel 289-813-0159

Fax 289-813-5509

info@biotronixhealthcare.com

www.biotronixhealthcare.com