

Supplier Code of Conduct Policy

Tactile Medical incorporates its company values into the assessment and selection of supply chain partners by adopting and utilizing our Supplier Code of Conduct 701598 in its supply chain management. It is the policy of Tactile Medical that all suppliers review and be evaluated for compliance and adherence to Supplier Code of Conduct.

The following is encompassed in our Supplier Code of Conduct:

- Business Code of Ethics
- Compliance with Federal, State, and Local Laws and Regulations
- Bribes and Anti-Corruption
- Gifts
- Conflicts of Interest
- Intellectual Property
- Quality
- Human Rights
- Working Conditions and Labor Standards
- Anti-Discrimination
- Non-Retaliation
- Environmental Responsibility

As part of the supplier qualification and evaluation process, the Supplier Profile Form 700147 is completed for all suppliers.

Tier one suppliers will be required to confirm compliance to the Supplier Code of Conduct 701598 annually using Tactile Medical's Supplier Code Attestation Form 701599. **All other suppliers** will be required to review the Code, and their ability to confirm compliance or substantial compliance to the Code will be a consideration in supplier selection.

The Supplier Code of Conduct 701598 and related processes will be maintained and retained as part of Tactile Medical's Quality Management System and the applicable record retention provision.

In the event a supplier does not comply with Tactile Medical's Supplier Code of Conduct 701598, the company will work with the supplier on a corrective action plan to address the appropriate gaps.

Original Effective Date	2020
ACHC Standards	700147 Supplier Profile Form
Related Documents	701598 Supplier Code of Conduct 701599 Supplier Code of Conduct Attestation Form