



Ethics Policy

**Policy Owner:** Chief of Staff (CoS)

**Effective Date:** 29 July 2024

## **Purpose**

This Ethics Policy outlines the principles and standards of conduct that mTuitive expects from all its employees, officers, directors, and contractors (hereinafter referred to as "Team Members"). Our commitment is to uphold the highest levels of integrity, responsibility, and ethical behavior in all our operations, especially in the development, deployment, and management of healthcare technology solutions.

This policy applies to all Team Members of mTuitive, across all levels and locations, including temporary employees and external consultants who act on behalf of the company.

## **Core Ethical Principles**

### **Integrity and Honesty**

Team Members must conduct their activities honestly, ethically, and with integrity, ensuring accuracy and truthfulness in all their dealings.

### **Respect and Fairness**

All persons must be treated with respect and dignity. mTuitive is committed to a working environment where discrimination, harassment, or any other form of unfair treatment is not tolerated.

### **Accountability and Responsibility**

Team Members are accountable for their actions and must take responsibility for their decisions, especially those affecting patient care and privacy, data security, and the ethical deployment of technology.

### **Confidentiality and Privacy**

Maintaining the confidentiality of patient information and company proprietary data is paramount. Team Members must adhere to all laws and regulations governing the protection of personal and health information.

### **Compliance and Legal Obligations**

Compliance with all applicable laws, regulations, and standards is a minimum requirement. Team Members should strive to exceed these obligations to promote the highest ethical standards in healthcare technology.

## **Ethical Conduct in Practice**

### **Conflicts of Interest**

Team Members must avoid any situation that may lead to a conflict of interest with mTuitive. Any potential conflicts must be disclosed and managed according to company policy.

## **Protection of Assets**

Company assets, including intellectual property, equipment, and technology, must be used responsibly and for legitimate business purposes.

## **Transparency in Reporting**

Honesty in all reporting, including financial reports, research results, and performance data, is critical. Misrepresentation or falsification of any information undermines the integrity of mTuitive and is strictly prohibited.

## **Ethical Sales and Marketing**

Marketing and sales strategies must be truthful and compliant with regulatory standards, ensuring that products and services are represented accurately.

## **Social Responsibility**

mTuitive is committed to contributing positively to society, including promoting sustainability, engaging in community service, and ensuring that its products and services are used to improve healthcare outcomes.

# **Reporting and Enforcement**

## **Reporting Violations**

Team Members are encouraged to report any suspected ethical violations or concerns through mTuitive 's reporting mechanisms, without fear of retaliation.

## **Violation Consequences**

Violations of this Ethics Policy may result in disciplinary action, up to and including termination of employment and legal action, depending on the severity of the breach.

## **Responsibility**

The Chief of Staff is responsible for the administration, enforcement, and periodic review of this policy to ensure its relevance and effectiveness.

<b>Version</b>	<b>Date</b>	<b>Description</b>	<b>Author</b>	<b>Approved by</b>
1.0	29 July 2024	First Version	Corinne Ritter	CoS