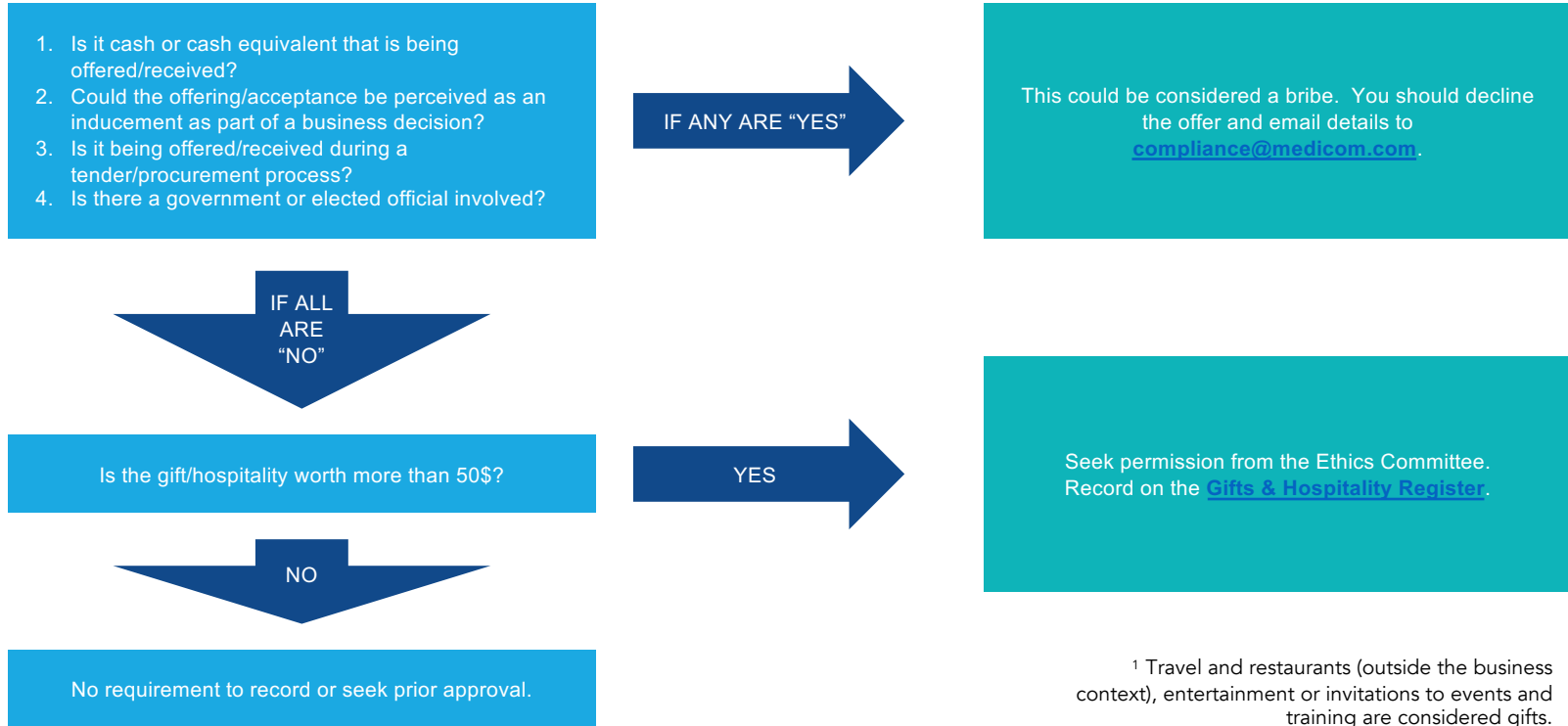


Gifts and Hospitality: Decision Making

All gifts and hospitality¹ offered/received should be consistent with the [Medicom Group's Anti-Bribery & Anti-Corruption Policy](#).
Offering/acceptance should not constitute an actual or perceived conflict of interest.



¹ Travel and restaurants (outside the business context), entertainment or invitations to events and training are considered gifts.