



Guidance: Code of Ethics on Interactions with Health Care Professionals

Compliance Code Review by Country

This compendium is a reference tool to a list of country compliance codes relating to the various sections of the ZOLL Code of Conduct and Code of Ethics on Interactions with Health Care Professionals. This document highlights the codes applicable to each country. As stated in our Code of Conduct, in the event that local laws, regulations, or industry codes are more stringent than the ZOLL Code of Conduct or the AdvaMed Code of Ethics on Interactions with Health Care Professionals or its interpretation in any respect, then the local laws, regulations, or industry codes must be followed. However, if local laws, regulations, or industry codes are less restrictive, then the ZOLL Code of Conduct and the AdvaMed Code of Ethics on Interactions with Health Care Professionals must be followed unless a documented exception is approved by the VP and General Counsel.

Events where Healthcare Professionals (HCPs) from a different countries participate:

- Before the event, the ZOLL employee who is inviting the guest must understand what the differences are, if any, in the relevant Codes of Conduct to ensure that the most stringent code is followed – any questions can be referred to the Director of Governance
- Any promotional materials, transfers of value, payments, travel arrangements, accommodations and any other activities related to the event must not contravene the code in any country
- This procedure must be followed BEFORE the HCP is invited to participate in the event

Note: ZOLL has added a “Guest” Signoff Sheet to our Global Corporate Governance Program and Global Hospitality Travel Program that all employees must follow when inviting guests to meetings or conferences. Once the “Guest” Signoff Sheet information has been filled in, this must be approved by the next highest level of management (above Manager) that is not located in the same country as the ZOLL employee inviting the guest. The fully executed “Guest” Signoff Sheet should be forwarded to the appropriate person in each entity to ensure the books and records are managed properly. Typically this would be the Controller or the Financial Director (or their designate). There should be documented approval on file for any consulting or speaking services that are agreed to.

Please contact your Manager or the Director of Governance for direction and guidance in applying these codes.

Note: The AdvaMed Code applies globally to all ZOLL entities.

Country	Applicable Code(s) That Apply	Reference to Guidance
China	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org ; Administrative Measures on Accepting Donations for Public Welfare by Healthcare Entities (for Trial Implementation) - http://www.nhfpc.gov.cn/caiwusi/s3573/201510/761f2a9e36f74c1e9f00849f8de61f49.shtml
India	AdvaMed; AI-MED	ZOLL Training material; ZOLL website; www.advamed.org
Indonesia	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Japan	AdvaMed; JFMDA; FCC	ZOLL Training material; ZOLL website; www.advamed.org ; Regulations published by JFMDA
Korea	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Malaysia	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Philippines	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Singapore	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Taiwan	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Thailand	AdvaMed; ThaiMed	ZOLL Training material; ZOLL website; www.advamed.org ; http://thaimed.co.th/index.php?lang=en
Morocco	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
South Africa	AdvaMed; SALDA; SAMED	ZOLL Training material; ZOLL website; www.advamed.org
Australia	AdvaMed; MTAA	ZOLL Training material; ZOLL website; www.advamed.org
New Zealand	AdvaMed; MTANZ	ZOLL Training material; ZOLL website; www.advamed.org
Israel	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Saudi Arabia	AdvaMed; MECOMED	ZOLL Training material; ZOLL website; www.advamed.org
UAE	AdvaMed; MECOMED	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.mecommed.com/
Canada	AdvaMed; NEMA; MEDEC	ZOLL Training material; ZOLL website; www.advamed.org
Mexico	AdvaMed; NEMA	ZOLL Training material; ZOLL website; www.advamed.org
Panama	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Argentina	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Brazil	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Chile	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Colombia	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org
Venezuela	AdvaMed	ZOLL Training material; ZOLL website; www.advamed.org

Country	Applicable Code(s) That Apply	Reference to Guidance
Austria	AdvaMed; EucoMed; EDMA; AustroMed; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
Belgium	AdvaMed; EucoMed; EDMA; COCIR; UNAMEC; AGORIA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
Croatia	AdvaMed; CARPC; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.medtecheurope.org/
Czech Republic	AdvaMed; EucoMed; EDMA; CZEDMA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.medtecheurope.org/
Denmark	AdvaMed; EucoMed; EDMA; DADIF; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.medtecheurope.org/
Finland	AdvaMed; EucoMed; EDMA; COCIR; FIHTA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
France	AdvaMed; EucoMed; EDMA; COCIR; APPAMED; SNITEM; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
Germany	AdvaMed; EucoMed; EDMA; COCIR; BVMed; VDPH; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
Ireland	AdvaMed; EucoMed; EDMA; IMDA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; http://www.medtecheurope.org/
Italy	AdvaMed; EucoMed; EDMA; COCIR; Assobiomedica; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/
Netherlands	AdvaMed; EucoMed; EDMA; COCIR; Nefemed; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/

Country	Applicable Code(s) That Apply	Reference to Guidance
Norway	AdvaMed; EucoMed; EDMA; LHF; NLF; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; http://www.medtecheurope.org/
Portugal	AdvaMed; EucoMed; EDMA; APORMED; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; http://www.medtecheurope.org/
Russia	AdvaMed; EucoMed; EDMA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/
Slovenia	AdvaMed; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.medtecheurope.org/
Spain	AdvaMed; EucoMed; EDMA; FENIN; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; http://www.medtecheurope.org/
Sweden	AdvaMed; EucoMed; EDMA; Swedish Medtech; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; http://www.medtecheurope.org/
Switzerland	AdvaMed; EucoMed; EDMA; SVDI; FASMED	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/
United Kingdom	AdvaMed; EucoMed; EDMA; COCIR; ABHI; BIVDA; MedTech Europe	ZOLL Training material; ZOLL website; www.advamed.org ; http://www.eucomed.be/ ; http://www.edma-ivd.eu/ ; www.cocir.org/ ; http://www.medtecheurope.org/