

# Corporate Social Responsibility

## Our Core Values

Act with integrity.  
Demand quality.  
Be transparent.  
Give back.  
Treat everyone with respect.  
Solve problems together.  
Continually improve.



### Workplace

- Make every effort to uphold our values in all that we do.
- Ethically source our raw materials and ask our vendors to do the same.
- Maintain a clean, open, and collaborative workplace.
- Solicit feedback from all areas and instill a culture of continuous improvement.
- Adhere to Code of Conduct and Compliance programs and strive for our actions to be beyond reproach.
- Ensure our distributors adhere to our Code of Conduct.
- Maintain ISO 13485/MDSAP certification.
- Maintain MDD 93/42/EEC certification.
- Provide opportunities for employees to obtain high school and university degrees through My Cook Pathway.
- Comply with EEOC guidelines when hiring new employees.
- Provide internship opportunities for university students in various departments, from Business Development to Engineering.



### Environment

- Constantly look for ways to reduce, reuse, and recycle our materials.
- Maintain strong compliance with federal and local environmental protection laws.
- Obtain our product components from a renewable source.
- Utilize LED lighting when possible.
- Reuse consumables whenever technically possible.
- Recycle 6,000+ pounds of PPE per year.
- Comply with EPA standards of waste management with annual audits.
- Assure recertification of returned goods and materials.
- Enlist only environmentally responsible sterilization facilities and processes.



### Community

- Actively look for ways to build relationships in the local community, including membership in the Lafayette Chamber of Commerce.
- Financially support local festivals, charities, and medical aid organizations.
- Provide support of multiple overseas medical mission efforts.
- Engage in educational activities for clinicians.
- Support community activities and local charities with employee volunteers.
- Partner with academic institutions for teaching, research, and employment opportunities.

## Our reason

More than 50 years ago, Bill Cook began collaborating with physicians to provide healthcare solutions for the patients they served. In 1963, he established Cook Inc., offering three innovative products.

From these humble beginnings, Cook has grown to a family of ethical and entrepreneurial companies helping people and communities throughout the world reach their full potential. Cook Biotech is proud to be part of this global family of socially responsible companies.

Founded in 1995, Cook Biotech's mission is to serve patients. Our core values shape our global presence and provide meaningful balance between workplace, the environment, and community. We actively provide and support an array of programs that build our presence in positive and renewable ways.

