



# Code of Conduct

## 2024-06-11

### Introduction

We are a recognized and leading company in the development, manufacture and packaging of high-quality in vitro diagnostics, analytical-chemical reagents and standard solutions. In addition to our own product portfolio, we manufacture as OEM (Original Equipment Manufacturer) for other manufacturers as a supplier of product parts or products „ready for sale“.

Our business conduct is guided by a sense of responsibility and ethical principles that take into account the needs of the individual, our society and our environment.

Our reputation obliges us to act correctly.

### Code of Conduct

This Code of Conduct is mainly intended to inform our customers and answer their questions. Please understand that in order to keep our administration lean, our costs low and our prices at high quality adequate, we cannot respond to individual requests of our customers in detail.

### Guiding principle

We are aware of the importance of providing products for medicine, in vitro diagnostics, chemical analysis and industry in very high quality without compromise.

We are committed to science and ethical corporate conduct.

### Respect for the individual

We respect

- all human rights resulting from national laws and international treaties in all respects;
- the dignity and privacy of each individual;

We distance ourselves

- of child labour, in accordance with the legal regulations;
- of any coercion, persecution, discrimination and/or harassment on any grounds whatsoever, be it gender, age, sexual orientation, skin colour, social background, ethnic origin, disability, pregnancy, religion, political attitudes or trade union membership;
- of sexual, physical or verbal abuse and in particular of physical punishment and the threat of similar things.

### Committed to the employee

We commit ourselves

- to treat our employees fairly and on an equal footing and to respect their rights;
- to remunerate the performance of our employees at least in accordance with legal requirements or - if applicable - tariffs;
- keep away from current legislation or, where applicable, collective agreements on working hours and rest periods;
- to take out and maintain all statutory social and other insurances.

### Committed to health and safety

- We are responsible for the health and safety of our employees in the workplace. We undertake to take the best possible precautions against work-related accidents and illnesses.
- We offer training and ensure that employees are trained in health and safety issues.
- Our employees are obliged to follow the regulations of the employers' liability insurance association.

### Committed to the environment

We maintain an environmental management system based on EN ISO 14001 and are committed to

- primarily resource-saving technologies and processes;
- comply with applicable environmental laws, regulations and standards.

### Committed to ethical business practices

We are committed to conducting our business ethically. This includes that

- We oppose all forms of corruption and bribery, whether directly or indirectly, and in particular ensure that the applicable anti-corruption laws are complied with when dealing with customers and customer employees, public authorities and all other parties involved;
- the competition and antitrust laws are complied with in all aspects of our business;
- We refrain from all infringements of industrial property rights and copyrights;
- to respect the confidentiality of all confidential information from our customers;
- We protect intellectual property - both our own and that of our business partners. This applies in particular to patents, trademarks, domain names, copyrights, recipes, technical drawings and comparable trade secrets as well as the associated rights;
- the confidentiality obligations are part of the employment contracts and continue to apply even after termination of the employment relationship;
- we take measures to prevent third parties from accessing confidential data and confidential information about our business activities;
- we assume responsibility for all personal data in our possession and conscientiously protect this data and fully comply with data protection laws;
- we comply with international trade rules and export control regulations;
- We undertake to comply with all applicable laws in all jurisdictions in which we do business;
- with the exception of those in countries whose legal systems are inconsistent with our ethical and moral understanding;
- we carefully and transparently record our business activities and related information, financial performance and financial condition in accordance with applicable law.
- we undertake to provide relevant documents and information, insofar as this is prescribed by applicable laws.

### Conflicts of interest

Personal interests must not affect our professional judgment. We avoid situations in which personal interests, even if only apparently, come into conflict with business interests. A conflict of interest exists when personal interests are in contradiction to business interests and conflicts of loyalty could arise as a result.

We are committed to avoiding all potential conflicts of interest.

If we establish a situation that could lead to a conflict of interest, we take appropriate measures.

## **Supply Chain Due Diligence Act (LkSG)**

As an SME (small and medium-sized enterprise), we are not subject to the obligation under the Supply Chain Duty of Care Act (LkSG). Nevertheless, we declare that

- our company or a person whose behavior is attributable to our company is not aware of any legally binding convictions for violations of the applicable laws for the protection of human rights and the protection of the environment in the last 5 years.
- we carry out an annual analysis and evaluation of our suppliers as part of our quality and risk management.
- in the event of specific suspicions, we undertake to cooperate with companies obliged to comply with the LkSG.