

Nordic BioSite Supplier Code of Conduct

1. Foundation

NORDIC BIOSITE is committed to conducting its business according to high sustainability and transparency standards. As such, the purpose of this Supplier Code of Conduct (henceforth “the Code”) is to ensure ethical, responsible and sustainable business conduct throughout NORDIC BIOSITE’s value chain. The Code is based on the Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention against Corruption, as outlined in the 10 principles of the UN Global Compact¹.

1.1 Legal compliance and the Code

Suppliers shall comply with all applicable laws, rules and regulations in the countries where they operate and shall strive to comply with industry standards and best practices. The Code sets up minimum requirements for sustainable business conduct. If provisions in national, regional laws, regulations or rules in the country or counties of operation provide a more stringent position to the standards set forth in the Code, such legislation shall prevail. In cases of conflict between the Code and a mandatory local regulation, the local regulation shall be given precedence.

1.2 Scope

This Code applies to suppliers with whom NORDIC BIOSITE does business, including the Suppliers, subsidiaries, sub-suppliers and contracted parties, henceforth “the Supplier”. The Code also applies to all the Suppliers’ managers, employees and workers, whether permanent or temporary, apprentices or contracted through an employment agency (henceforth “Worker”).

2. Human rights

The Supplier is responsible for ensuring that they do not directly or indirectly violate human- or labour rights. In accordance with the UN Guiding Principles on Business and Human Rights, the Supplier shall commit to support and respect internationally proclaimed human rights within its business operations. All workers shall be treated with respect and dignity and shall be entitled to fundamental human rights.

2.1 Child labour

The Supplier shall not employ anyone under the age of 15, and workers under the age of 18 shall not be employed to work at night, with heavy machinery, with hazardous substances, or with any task that might jeopardize their health or safety. Young workers under the age of 18 shall be provided adequate training on occupational safety. The Supplier shall verify the age of young workers through an adequate due

¹ <https://unglobalcompact.org/what-is-gc/mission/principles>



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diligence process. It shall further take all necessary measures to ensure that there are no incidents of child labour either at their own place of production or operations or any of its related entities.

2.2 Forced or compulsory labour

The supplier shall, under no circumstances use or benefit from forced or compulsory labour. As such, the supplier shall take active measures to ensure no use of any form of slave, forced, bonded or indentured labour, or human trafficking, in any phase of business operations. The supplier shall not restrict workers to move freely or to leave the premises after completing their working hours. It shall not use physical punishment, confinement, threat of violence or control over the workers such as confiscating their identification documents or any other documentation, deposit money or equivalent that prevents the workers from voluntarily resigning.

2.3 Harassment and abuse

It shall be the responsibility of the Supplier to prevent any act of harassment and/or abuse at the workplace. This includes any form of (but is not limited to) verbal abuse, psychological abuse, mental and physical coercion and sexual harassment. The Supplier shall ensure that there are processes in place to deal with any breaches and to provide measures for resolving, settling or prosecuting any such act. It shall further ensure that for any such misconduct prompt disciplinary action is initiated. Adequate complaint mechanism shall be setup for a timely resolution of the complaints.

2.4 Discrimination

The Supplier shall work actively to prevent any kind of discrimination based on age, race, ethnicity, nationality, national origin, language, skin colour, gender, gender identity, gender expression, caste, religion, belief system, life style, sexual orientation, disability, pregnancy, marital or parental status, political affiliation, trade union membership or any other status protected by law, such as belonging to an indigenous group or be classified as a migrant. The Supplier shall strive to create a working environment where everyone is respected and valued for their contributions.

2.5 Right to form unions and collective bargaining

The supplier shall ensure that their workers enjoy the right to join a union and bargain collectively, without penalty or interference. It shall discuss and bargain with their workers'/worker representatives about all their workplace concerns, in good faith.



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3. Labour rights

The Supplier commits to uphold decent labour standards and to provide a work environment for its workers to obtain decent and productive work, in conditions of freedom, equity, security and dignity.

3.1 Working conditions, working hours and wages

The Supplier shall ensure that all workers are provided with the terms and conditions of employment in a language understandable to the worker. The Supplier shall ensure that a normal workweek does not exceed 48 hours. The Supplier shall ensure that overtime is voluntary and does not exceed 12 hours per week, unless otherwise regulated in collective bargaining agreements, and be compensated for overtime hours at a premium rate. The Supplier shall allow workers a rest period of at least 24 consecutive hours within every 7-day period. The Supplier shall pay wages and benefits that meet or exceed living wages or collective agreements, whichever is greater. The supplier shall also provide workers with information related to their compensation on a regular basis in the form of a wage slip. Wage deductions shall not be used as a disciplinary measure.

3.2 Health and safety

A healthy workplace is one which ensures the physical, mental and social well-being of the workers. NORDIC BIOSITE requires the Supplier to identify, evaluate, and manage occupational health and safety hazards through a prioritized process of hazard elimination, engineering controls and/or internal controls.

3.2.1 Work environment

Facilities shall be constructed and maintained in a safe manner and be equipped with adequate lighting, a well-functioning ventilation system and free from extreme temperature. Safe drinking water and lockable, gender separated sanitation facilities shall be provided and be readily accessible at all times. Food provided in the canteen shall comply with the sanitation and hygiene regulations of the applicable local laws.

3.2.2 Protective and proactive measures

Personal protective equipment (PPE) must be provided to employees free of charge, regardless of employment form. The equipment shall come with instruction on its proper use. It shall always be in good condition and be replaced by the employer when needed. Machinery shall be equipped with safeguards and first aid kits shall be readily accessible at or near every workstation in the workplace. Necessary supervision, training, instruction and information shall be provided to enable workers to perform their work in a manner that is safe and without risk to health. All work-related accidents, major and minor, must be reported and investigated. The Supplier shall ensure a workplace compliant with ergonomic principles to protect workers from



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hazards of physically demanding tasks, including manual handling, heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks.

3.2.3 Emergency response

The Supplier shall regularly identify and assess potential emergencies and develop, implement and maintain an emergency response to address each situation. Emergency route and exits shall be clearly marked with signs, unlocked, free from obstructions. An independent and functioning evacuation alarm to notify workers shall be present. Safety instructions, evacuation drills, fire safety, first-aid training, and work-specific training shall be documented and provided regularly in a language understandable to all workers.

3.2.4 Chemicals

The Supplier shall maintain an accurate inventory of all hazardous chemicals, which are to be correctly labelled, stored, handled and disposed of in a manner that limits exposure and damage to human health and/or to the environment. All hazardous chemicals shall be clearly marked with Material Safety Data Sheet (MSDS), which shall be available for immediate access. The Supplier shall take measures to ensure that workers are protected from exposure to harmful levels of chemicals through inhalation or skin contact. The Supplier should regularly risk assess chemicals and hazardous substances used in operations and should strive to substitute all substances listed in the REACH candidate list² of restricted substances.

3.2.5 Accommodation

When provided by the Supplier, dormitory facilities and other accommodation shall be clearly segregated from the production area. Worker accommodation shall be equipped with potable water, clean and private toilet and bathing facilities. Accommodation shall be safe and meet the health and safety standards as specified in this Code. The Supplier shall further provide each worker with personal storage space.

4. Environmental protection

The Supplier shall apply a precautionary approach towards environmental and climate matters and to protect biodiversity and ecosystems. Suppliers shall further undertake initiatives to promote greater environmental responsibility and encourage the development of environmentally friendly technologies.

² <https://echa.europa.eu/candidate-list>



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4.1 Environmental management

The Supplier shall ensure that all the necessary licenses required for specific activities have been obtained. The Supplier is encouraged to establish an environmental management system, such as ISO:14001, that includes a management plan to measure, monitor and reduce its environmental impact. The Supplier is required to report and disclose government mandated information about their environmental performance, including energy consumption and greenhouse gas emissions, upon request.

4.2 Energy and greenhouse gas emissions

The Supplier is encouraged to assess the impact from its operations from a value chain perspective by applying the Greenhouse Gas Protocol, and if possible, provide Environmental Product Declarations (EPD). Efforts shall be made to reduce energy intensity, and emissions of greenhouse gases from operational activities, by promoting renewable energy, limiting redundant recourse use and travel, as well as using low-emissions vehicles and work machines.

4.3 Resource efficiency, waste management and circular economy

The Supplier is encouraged to continuously expand its circular flows throughout the lifecycle of its products and operations. This includes applying eco-design principles including renewable construction materials, cleantech solutions, and products designed for repair and reuse. Projects shall be planned with the aim of increased productivity, with optimised utilisation of material, energy, and water. All non-toxic material shall further be used in accordance with the resource hierarchy; what cannot be reduced must be reused and what cannot be reused must be recycled, with the goal of minimizing the amount of waste going to landfill. Industry standards for waste must be followed including, but not limited to, application of waste fractions, signage, documentation, transportation, and handling of hazardous waste. Wastewater must be monitored, controlled and processed before disposal.

5. Business integrity

The Supplier shall prohibit any unfair or deceptive acts or practices. It shall commit to work against corruption in all its forms and to conduct its business operations in an ethical manner by maintaining a culture of integrity, transparency, openness and compliance.

5.1 Bribery and gifts

A bribe occurs when a person requests, receives, offers, pays, seeks, or accepts an offer or an improper advantage or reward in connection with his or her position, office, or assignment. Financial or non-financial advantages shall never be offered or



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promised to any person or organization in order to obtain any preferential treatment. Neither shall they be accepted from any person or organization looking to obtain preferential treatment.

5.2 Conflict of interest

A conflict of interest arises when personal interests are inconsistent with business interests, which may create conflicting loyalties. All forms of conflict of interest, nepotism, or cronyism on every management level and in all facets of the business shall be prevented and withdrawn from. Situations where conflicts of interest might arise shall be avoided and there shall be openness and transparency with vendors when conflicts of interest do occur, and in such cases withdraw from decision-making.

5.3 Competition

Free market regulations shall be respected, meaning it is strictly forbidden for Suppliers to take part in cartels for price adjustments, beneficiary services or market distortion. The Supplier shall ensure that all taxes are paid in all local countries of operation, and that transfer pricing manipulation or abusive transfer pricing do not occur.

6. Compliance and reporting

6.1 Compliance

The Supplier shall have a process for identifying, monitoring and understanding all applicable laws, regulations and customer requirements. The Supplier is responsible for the creation and maintenance of records required for regulatory compliance and conformity to this Code. The objectives of this Code are to be communicated and enforced through trainings offered to management and workers, in order to enable successful compliance.

6.2 Reporting of violations

All workers shall feel free and encouraged to report incidents of non-compliance, suspected misconduct, or other irregularities using the appropriate reporting channels. Those who do report concerns shall not be faced with personal repercussions such as financial disadvantage or threats of contract termination. Whistleblowing functions and other anonymous reporting channels shall be managed and monitored, providing all employees with the right to report serious wrongdoings without fear of retaliation. In addition, we expect our suppliers to notify us when reports are made, or when incidents of non-compliance, suspected misconduct, or other irregularities are discovered by management.



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6.3 Right to audit

Audits, inspections, follow-up, and standard reviews shall be accepted at all premises, whether announced or unannounced. Insight into systems during internal audits or through independent third parties shall be granted. On request you shall provide the appropriate resources and documentation at any time of inspection. In case of significant violations of the Code, NORDIC BIOSITE hold the right to terminate contracts.