

## Supplier Code of Conduct

### 1. Main Principles for Suppliers

Acculabs Diagnostics UK Ltd (ALD) delivers a medical laboratory and testing kit making service to both NHS and private customers in the UK. We are fully aware of the responsibility we bear toward our customers, employees, and the communities in which we work and have given ourselves a strict set of ethical values to guide us in our business dealings.

We expect all our suppliers, i.e., all companies who do business with us, to adhere to the same ethical principles. For this purpose, ALD has created this document to define the standards for conducting business with us. In order to meet the requirements of this policy for quality and sustainability, suppliers will be assessed against **GEN 23 – Approved Suppliers** and, if approved, will be documented on **APPROVED SUPPLIER LIST – QUALITY CERTIFICATION**.

### 2. Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and the Rights at Work, in accordance with national law and practice.

### 3. Child Labour

The supplier employs no children under the age of fifteen. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (reference: ILO Convention 138(7)).

### 4. Forced Labour

The supplier shall make no use of forced or compulsory labour.

### 5. Compensation and Working Hours

The supplier shall comply with the respective national laws and regulations regarding working hours, wages, and benefits.

### 6. Discrimination

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

## **7. Health and Safety**

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, to preserve the health of employees and prevent accidents, injuries, and work-related illnesses.

## **8. Business Continuity Planning**

The supplier shall be prepared for any disruptions of its business (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of disasters that arise within the domain of operations.

## **9. Improper Payments/Bribery**

The supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the supplier may not offer services, gifts, or benefits to ALD employees to influence the employee's conduct in representing ALD.

## **10. Environment**

The supplier shall comply with all applicable environmental laws, regulations, and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. We expect our suppliers to strive to support climate protection goals through the products and services they deliver (e.g., by providing relevant data on climate protection). In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

## **11. Business Partner Dialogue**

The supplier shall communicate the principles stated in the supplier code of conduct and detailed above to its subcontractors and other business partners who participate in supplying the products and services described in the main contract. The supplier shall motivate such parties to adhere to the same standards.

## **12. Compliance with The Supplier Code of Conduct**

ALD reserves the right, upon reasonable notice, to check compliance with the requirements of the supplier code of conduct. ALD encourages its suppliers to implement their own binding guidelines for ethical behaviour. The supplier encourages its suppliers to adhere to the ethical standards, human rights, health and safety standards and environmental standards upon which this agreement is based, as part of fulfilling their contractual obligations. Any breach of the obligations stipulated in this supplier code of conduct is considered a material breach of contract by the supplier.