

## Supplier Code of Conduct

### **Introduction**

As part of its mission, aimed at upholding ethical principles and social responsibility towards employees, the community, and its environment, LabAnalysis Group and all its subsidiaries LabAnalysis Life Science s.r.l., LabAnalysis Environmental Science s.r.l., LabAnalysis HSE Science s.r.l., LabAnalysis Process Pharma s.r.l. – aim to conduct procurement and distribution activities in line with the principle of promoting corporate social responsibility throughout the value chain. This involves building business relationships with suppliers who share the same commitment to ethical and fair business practices.

Our primary goal is to provide high-quality services, complying to the standards set by UNI EN ISO 9001, UNI ISO 45001, UNI EN ISO IEC 17025, UNI EN ISO 14001, Good Laboratory Practices, and Good Manufacturing Practices. At the same time, we share and promote behaviors that support sustainable development, encouraging understanding and respect for diversity, and fostering a culture of integrity within the Group.

LabAnalysis Group requires its suppliers to comply with the laws and regulations applicable in the countries where they operate in all aspects of their activities. Therefore, the selection of suppliers is based not only on the quality and competitiveness of products and services but also on pre-contractual and contractual behaviors geared towards essential and mutual loyalty, transparency, collaboration, and attachment to ethical values and environmental and social sustainability.

LabAnalysis promotes the adoption of the same behaviors on issues such as human rights, health and safety in the workplace, environmental protection, and the fight against corruption, extending these principles throughout the supply chain.

To develop a long-lasting collaborative relationship, we invite our suppliers to stand by the following principles.

### **Scope of application**

This Code of Conduct applies to all Suppliers, including sellers, traders, and any other individual and/or legal entity with a direct business relationship with LabAnalysis. The Supplier Code of Conduct is centered around three key points of extreme importance for LabAnalysis:

- 1) Work and human rights
- 2) Environmental protection and sustainability
- 3) Transparency of Suppliers

Suppliers commit to promptly report any issues they become aware of that could negatively impact LabAnalysis' supply chain.

## 1. WORK AND HUMAN RIGHTS

- a) It is a basic condition that our suppliers comply with the current legislation on work and collective bargaining agreements in cases where guidelines and/or the social system prescribe them.
- b) Suppliers must ensure that wages and allowances are paid in accordance with applicable regulations to promote the material well-being of their employees as much as possible, and that regulations regarding working hours are followed.
- c) Suppliers must not engage in **child labor**, use any form of **forced labor**, and must not employ any disciplinary practices involving physical violence. Additionally, they must oppose any form of **human trafficking**.
- d) Suppliers must recognize, respect, and fully guarantee the **right to work and the freedom of association** of their employees. They should collaborate constructively with them or any organization representing them to promote their best interests.
- e) Suppliers must not tolerate any form of **harassment and/or discrimination** based on gender, race, color, religious belief, age, ethnic origin, nationality, marital status, pregnancy, disability, sexual orientation, or any other personal condition. They recognize and promote the positive value of diversity and encourage internal policies in favor of women's empowerment.
- f) Suppliers must ensure a **safe and healthy working environment** for all their employees, meeting or exceeding applicable standards for occupational health and safety. We expect them to identify and assess the risks associated with their activities and take necessary measures to eliminate or mitigate them.
- g) Suppliers commit to consider local populations and communities as key stakeholders in any type of project they plan to undertake. Suppliers pledge to openly share their projects with all recognized stakeholders.

## 2. SUPPLIER TRANSPARENCY

- a) Suppliers must adhere to high standards of business ethics, operating with **transparency and integrity** while respecting **anti-corruption** laws in all countries where they operate. Any form of corruption, incitement to commit a crime, extortion, and embezzlement is strictly prohibited. Suppliers must not offer, promise, pay, directly or indirectly request money (including bribes and/or facilitation payments) or other benefits to obtain an undue advantage, whether the undue advantage is offered directly or through an intermediary.
- b) Suppliers must act in accordance with **competition, antitrust, and trade laws** applicable in every country where they operate. They must avoid and eliminate any anticompetitive practices and behaviors. Any form of agreement in violation of competition is strictly prohibited, as are business practices that violate antitrust laws.
- c) Suppliers must report any relevant, actual, or potential conflicts of interest in the conduct of their activities. They should be free from any **conflicts of interest** that could influence their business relationships with the companies within the Group.
- d) Suppliers must strongly oppose all forms of money **laundering** and take measures to ensure that each economic and financial transaction is traceable. This is to enable the identification of the origin of goods and/or money in every business operation, thereby preventing their financial transactions from being used by third parties for money laundering.

e) Suppliers must respect the **intellectual property rights** of third parties, maintain the confidentiality of information from companies within the Group, and safeguard personal data.

### **3. ENVIRONMENTAL PROTECTION AND SUSTAINABILITY**

LabAnalysis Group implements an environmental management system in accordance with ISO 14001 and recommends its suppliers to use the same system. Environmental protection is a crucial link in our Supply Chain. Therefore, our suppliers must:

- a) Commit to optimizing the use of **natural resources**, reducing **emissions** harmful to the environment, gases considered responsible for the “greenhouse effect”, and minimizing the impact on water resources.
- b) Design, use, and/or suggest products and processes that acknowledge environmental impacts.
- c) Manage **waste treatment** and disposal appropriately, in compliance with applicable standards.
- d) Avoid the use of prohibited substances and manage potentially hazardous substances properly.
- e) Adopt, whenever possible, recycled materials and encourage the reuse of packaging.
- f) Implement energy-saving strategies by minimizing energy consumption, using renewable sources, and/or products that increase energy efficiency, thereby minimizing environmental impacts (e.g., low fuel consumption logistics procedures).

*LabAnalysis Group aims to foster long-lasting relationships with its suppliers, continually strengthening the partnership in favor of a fair, sustainable, and transparent supply chain. Therefore, the supplier agrees and accepts to abide by the aforementioned code of conduct, which constitutes an essential prerequisite for the existing business relationship with LabAnalysis Group. LabAnalysis Group reserves the right to terminate agreements with those suppliers who do not stand by the principles outlined in this Code of Conduct or operate in violation of the laws and regulations applicable in the countries where they are present.*

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### **Reports**

Any violations of the contents of this document, whether suspected or confirmed, must be reported promptly according to the procedure linked below: [wlabanalysisgroup2024.pdf](#).