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INTRODUCTION

This Distributor Code of Conduct describes Mercodia's ambition to improve human health by delivering products and services with the highest reliability and accuracy, becoming a trusted and valued partner. We prioritize the well-being and fair treatment of all our partners and uphold the highest standards of integrity and responsibility in all our business practices.

This Distributor Code of Conduct outlines the principles and expectations we have on our Distributors to ensure responsible and sustainable business practices.

COMMITMENT

We expect our Distributors to operate in full compliance with all applicable national, governmental and/or local laws, guidelines, and regulations of the countries in which they are present and to adhere to internationally recognized Environmental, Social, and Governance (ESG) standards.

Distributors must conduct their business in an ethical manner, act with integrity and embrace the [Ten Principles on Human Rights, Labour, Environment and Anti-corruption](#):

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour Rights

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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Mercodia recognizes the diversity of cultures and legal frameworks across the globe. While our expectations are universal, we understand that the methods for achieving them may vary according to local laws, values, and cultural expectations. Nevertheless, Distributors must always comply with the stricter of either local or international standards.

LABOUR AND HUMAN RIGHTS

Distributors must uphold the human rights of their employees, treating them with dignity and respect. This includes adhering to labour principles such as freedom of association, elimination of forced or compulsory labour, abolition of child labour, and elimination of discrimination in employment. Distributors are also expected to provide fair wages and reasonable working hours in compliance with applicable laws and regulations.

HEALTH AND SAFETY

Distributors must provide a safe and healthy working environment, complying with all relevant health and safety laws and regulations. They must have procedures in place to manage potential risks and respond to emergencies.

FAIR COMPETITION

Distributors must conduct their business in a manner that supports vigorous and fair competition. All forms of corruption, extortion, and embezzlement are strictly prohibited. Distributors must not pay or accept bribes or participate in other illegal inducements in business or government relationships. Distributors should also adhere to all applicable anti-trust laws and employ fair business practices, including accurate and truthful advertising.

DATA PRIVACY AND CONFIDENTIAL INFORMATION

Distributors must protect and properly use confidential information and personal data, ensuring that Mercodia, its Distributors and their employees privacy rights are protected and in compliance with all applicable laws and regulations. The privacy rights of individuals must be respected at all times. Distributors are required to handle confidential information with care and prevent unauthorized access.

INTELLECTUAL PROPERTY RIGHTS

Distributors must respect all applicable intellectual property laws and regulations. The use of information technology, software, and other intellectual property must be legitimate and in compliance with the relevant licenses.

TRADE COMPLIANCE

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Distributors must comply with all international trade laws and regulations, including those related to imports, exports, sanctions, and boycotts. Distributors must ensure that their practices do not cause Mercodia to breach any such laws or regulations.

ANTI-BRIBERY AND CORRUPTION

Distributors must prohibit all forms of bribery, corruption, money laundering, and unethical practices. Any gifts or incentives aimed at influencing business decisions or encouraging misconduct are forbidden.

CONFLICTS OF INTEREST

Distributors must avoid any conflicts of interest and report any potential conflicts immediately. A conflict of interest includes any situation where the private interest of a Distributor interferes, or appears to interfere, with the interests of Mercodia.

ACCOUNTING RECORDS AND FRAUD

Distributors must maintain accurate and detailed accounting records that comply with all applicable laws. Distributors must also have robust processes to prevent and detect fraud.

ENVIRONMENT

Distributors must operate in an environmentally responsible manner, minimizing their environmental impact and reducing their carbon footprint. This includes a commitment to waste reduction, recycling, and supporting a circular economy.

Distributors must have systems in place for the safe handling, storage, and disposal of waste and emissions. Any waste, wastewater, or emissions that could impact public health or the environment must be managed and treated appropriately according to local environmental laws and regulations.

RAISING CONCERNS

Concerns or non-compliance with this Code of Conduct should swiftly be reported through the Whistleblower Channel: <https://www.mercodia.com/about/work-at-mercodia/#Whistleblower>

FAILURE TO COMPLY

Mercodia encourages Distributors to establish their own Code of Conduct. Distributors are required to maintain documentation to demonstrate compliance with this Distributor Code of Conduct and must be prepared for audits upon request by Mercodia.

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Mercodia reserves the right to suspend or terminate any partnership with Distributors who fail to comply with this Distributor Code of Conduct.

Date	
Organization	
Signature	
Name	
Title	