

Titel Supplier Code of Conduct	Version 1.0	Page 1(4)
-----------------------------------	----------------	--------------

## INTRODUCTION

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

## COMMITMENT

We expect our Suppliers 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.

Suppliers 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.

Titel Supplier Code of Conduct	Version 1.0	Page 2(4)
-----------------------------------	----------------	--------------

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, Suppliers must always comply with the stricter of either local or international standards.

## **LABOUR AND HUMAN RIGHTS**

Suppliers 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. Suppliers are also expected to provide fair wages and reasonable working hours in compliance with applicable laws and regulations.

## **HEALTH AND SAFETY**

Suppliers 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**

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

## **DATA PRIVACY AND CONFIDENTIAL INFORMATION**

Suppliers must protect and properly use confidential information and personal data, ensuring that company, employees, and patient privacy rights are protected and in compliance with all applicable laws and regulations. The privacy rights of individuals must be respected at all times.

## **INTELLECTUAL PROPERTY RIGHTS**

Suppliers 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**

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

Titel Supplier Code of Conduct	Version 1.0	Page 3(4)
-----------------------------------	----------------	--------------

## **ANTI-BRIBERY AND CORRUPTION**

Suppliers 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**

Suppliers 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 Supplier interferes, or appears to interfere, with the interests of Mercodia.

## **ACCOUNTING RECORDS AND FRAUD**

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

## **ENVIRONMENT**

Suppliers 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.

Suppliers 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.

## **ANIMAL WELFARE**

When animals are used, the 3R principles, Replacement, Reduction, and Refinement must be adhered to in order to minimize harm. The use of animals should only be considered after exploring alternatives to replace animals, reduce the number of animals used, or refine procedures to minimize suffering. Alternatives should be considered when scientifically valid and accepted by stakeholders.

## **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 our Suppliers to establish their own Code of Conduct that aligns with these high standards and to implement these principles with their own Suppliers and subcontractors.

Titel	Version	Page
Supplier Code of Conduct	1.0	4(4)

Suppliers are required to maintain documentation to demonstrate compliance with this Supplier Code of Conduct and must be prepared for audits upon request by Mercodia.

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