

# **ABL Standards of Business Conduct and Ethics**

## **For Third Parties**

Advanced BioScience Laboratories, Inc. and its affiliates ABL Europe S.A.S. and ABL Lyon S.A.S. (collectively, “ABL”), members of the Institut Mérieux group of companies, stand firmly on the foundation of our commitment to integrity and compliance with all applicable laws, regulations, guidelines, and industry codes. ABL and its affiliates are also dedicated to the highest standards of ethical behavior and to economic, social, and environmental sustainability.

The Standards of Business Conduct and Ethics for Third Parties herein (TPY Standards) apply to third party companies with whom ABL has agreements or other dealings, such as suppliers, distributors, consultants, agents, service providers, subcontractors, and research or licensing partners (Third Parties). ABL recognizes that Third Parties have an important role in ABL’s success and it strives to conduct business only with Third Parties who share its commitment to the TPY Standards. Therefore, ABL encourages Third Parties to:

- Have in place and apply the TPY Standards or their equivalents; and
- More generally, have processes and/or systems in place to support operating in compliance with all applicable laws, regulations, guidelines and industry codes.

Contact information for Third Parties to report concerns related to potential violations of the TPY Standards or to ask questions about the TPY Standards is set forth below. Third Parties will be provided anonymity, if requested and to the extent possible in a specific situation. Third Parties who choose to identify themselves are assured that ABL will not retaliate in any manner against individuals who make reports in good faith.

## **ABL Ethics and Compliance Contact**

Email: [compliance@ablinc.com](mailto:compliance@ablinc.com)

## **I. Compliance and Ethics**

Third Parties should conduct their business in compliance with applicable laws, regulations, guidelines, and industry codes, and in an ethical manner, including:

### **1. Compliance with Laws**

Generally, Third Parties shall comply with all applicable laws and regulations of the countries in which they operate or provide services.

### **2. Business Integrity, Fair Competition and Confidentiality**

Corruption, extortion, and embezzlement are prohibited. Third Parties should not pay or accept bribes, or participate in other illegal inducements, in

business or government relationships.

Third Parties should maintain books and records in accordance with GAAP or internationally recognized & accepted accounting principles.

Third Parties should conduct their business in compliance with applicable fair competition and anti-trust laws, and fair business practices.

Third Parties should not disclose publicly any confidential or proprietary information related to any aspect of ABL's business.

### **3. Privacy**

Third Parties should protect the confidentiality and security of the personal information of their employees, and of personal information that they become aware of as a result of their work with ABL, by ensuring implementation of appropriate safeguards, in accordance with applicable laws.

### **4. Trade**

Third Parties should comply with all applicable import and export controls, sanctions, and other trade compliance laws of the country(ies) where the transaction(s) occur(s).

## **II. Labor/Employment**

Third Parties should uphold the human rights of workers and treat them with respect and dignity, including:

### **1. Freely Chosen Employment**

Third Parties should not use forced, bonded, enslaved, indentured or involuntary prison labor, or engage in human trafficking. Third Parties must refrain from violating the rights of others and appropriately address any adverse human rights impacts of their operation.

### **2. Child Labor and Young Workers**

Third Parties should not use child labor. The term "child" refers to any person under the minimum legal age for employment where the work is performed, provided the legal age is consistent with the minimum working ages defined by the International Labor Organization. Otherwise legally-aged workers below the age of 18 may only engage in nonhazardous work

### **3. Non-Discrimination and Fair Treatment**

Third Parties should provide a workplace that is free of harassment and discrimination. Discrimination for reasons such as gender, race, color, religion, national origin, age, physical or mental disability, pregnancy, citizenship, status as a covered veteran, marital status, sexual orientation, gender identity and expression, or any other characteristic protected by law is not permitted. Third Parties should provide a workplace that is free of human rights abuses, including sexual harassment, sexual abuse, corporal

punishment, excessive force, mental or physical coercion, and verbal abuse, or threats of such actions.

#### **4. Wages, Benefits and Working Hours**

Third Parties should pay workers according to applicable wage laws in the jurisdiction where work is conducted, including minimum wages, overtime hours, and mandated benefits. Third Parties should also communicate with workers, in a timely manner, the basis on which they are being compensated, whether overtime is required, and the wages to be paid for such overtime.

#### **5. Freedom of Association; Dialogue with Management**

Third Parties should respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation and join workers' councils. Workers should be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

### **III. Environment, Health & Safety**

Third Parties should operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment, including:

#### **1. Protection of Employees and Others**

Third Parties should protect the health, safety, and welfare of their employees, contractors, visitors, and others who may be affected by their activities. In furtherance thereof, Third Parties should identify and assess emergency situations in the workplace and minimize their impact by implementing emergency plans and response procedures.

#### **2. Environmental Authorizations**

Third Parties should comply with all applicable environmental laws, regulations, guidelines, and industry codes. All required environmental permits, licenses, information registrations, and restrictions should be obtained, and their operational and reporting requirements should be followed.

#### **3. Waste and Emissions**

Third Parties should have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health should be appropriately managed, controlled and treated prior to release into the environment. Third Parties should also have systems in place to prevent and mitigate accidental spills and releases to the environment.

#### **4. Environmentally Responsible Practices**

Third Parties should conserve natural resources, avoid the use of hazardous

materials where possible, and reuse or recycle appropriate materials.

#### **IV. ABL Code of Business Conduct and Ethics for ABL Employees**

In addition to the principles herein, ABL has a Code of Business Conduct and Ethics for its own employees, which sets forth the fundamental principles that all ABL employees are required to follow in their work. Accordingly, Third Parties who interact with ABL employees should understand and comply with certain principles relating to conflicts of interest and acceptance of entertainment and gifts.

##### **1. Conflicts of Interest**

ABL requires its employees to avoid situations that present, or create the appearance of, a potential conflict of interest. A conflict of interest exists when an employee's private interests, including personal, social and financial, interfere in any way with the employee's performance of her or his responsibilities in conducting ABL business.

##### **2. Gifts, Entertainment, Hospitality, Gratuities and Other Favors**

ABL employees may not accept a gift that might influence, or be perceived to influence, their business decisions. Accepting gifts, entertainment, hospitality, gratuities or other favors from entities with which ABL does business is generally not acceptable because it may pose a conflict of interest by implying an obligation on behalf of ABL.

#### **V. Diversity in Business Relationships**

ABL is an advocate of developing sustainable business relationships with companies that are historically underrepresented in the business world, and we seek to do business with Third Parties that share these objectives.

##### **1. Support for Diverse Sources**

ABL endeavors to partner with diverse businesses, allowing them the opportunity to offer their products, services and expertise to it. This includes small businesses and those owned by individuals who are minorities, women, veterans, disabled, lesbian or gay, or others who represent global diversity.

Suppliers will be selected based on price, quality, delivery, service, diversity and reputation, as well as responsible environmental and ethically compliant business practices.