

## Tecan Supplier Code of Conduct

At Tecan we are driven by helping improve people's lives and health. We do this by empowering our customers to scale healthcare innovation globally from life science to the clinic. Tecan is committed to the highest standards of business ethics. These are laid down in Tecan's Code of Conduct, which is available under [www.tecan.com](http://www.tecan.com). We expect all our suppliers to adhere to similar good standards.

This Tecan Supplier Code of Conduct defines the minimal requirements all our suppliers have to comply with regarding internationally recognized labor rights, environmental protection and business ethics. These minimal requirements are based on the Ten Principles of the United Nations Global Compact initiative, which enjoy universal consensus (refer to [www.unglobalcompact.org](http://www.unglobalcompact.org)).

### **I. Compliance with Laws**

1. Suppliers comply with applicable law.

### **II. Labor Standards**

2. Suppliers treat all staff with dignity and respect.
3. Suppliers do not use forced labor and child labor. Suppliers do not engage in the solicitation, facilitation or any other use of slavery or human trafficking. Child labor is defined as work for which children are too young or which is dangerous or exploitative, which damages physical and mental development or discourages children from attending school and which constitutes illegal employment according to the International Labor Organization's Conventions Nos. 138 and 182 (see [www.ilo.org](http://www.ilo.org)) and applicable law.
4. Suppliers compensate their employees fairly and appropriately. Their wages must be able to meet their and their dependents' basic needs and may provide some discretionary income.
5. Suppliers abide by applicable national legislation on working hours. Employees must receive information about the hours worked, the remuneration rates and the calculation of statutory deductions.
6. Suppliers ensure that every employee has a safe and healthy workplace.
7. Suppliers do not tolerate any discrimination or harassment based on education, race, color, age, gender, gender identity, language, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, trade union membership or marital or family status.

### **III. Environmental Protection**

8. Suppliers conduct their business in an environmentally responsible manner that minimizes adverse impacts on the environment. In particular, Suppliers aim at reducing waste (e.g. by reusing and recycling), improving energy efficiency, minimizing and keeping safely hazardous substances, applying environmentally sound technology, conserving natural resources and avoiding adverse impacts on biodiversity.
9. Suppliers obtain and maintain all necessary environmental permits and registrations for the conduct of their business and comply with the relevant operational requirements and reporting obligations for the protection of the environment. This includes required labelling information and provisions on disposal and recycling.
10. Where possible, Suppliers source energy from renewable sources.

### **IV. Business Ethics**

11. Suppliers do not tolerate any form of corruption. Corruption means the abuse of entrusted power for private gain and covers issues such as bribery, blackmail, insider trading, abuse of market power or fraud.
12. Suppliers do not bribe and do not accept bribes. This means that Suppliers do not promise or give money or anything else of value to public officials or private companies or representatives of companies in the public or private sector, which is not due to them, in order to obtain an undue advantage in the conduct of business. Anything else of value includes for example monetary benefits, disproportionate gifts, hospitality (travel, accommodation and meals) and entertainment. The above definition applies similarly to the acceptance of bribes. Suppliers know that Tecan employees may neither offer nor accept any benefits aiming at obtaining, retaining or directing either party's business.

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13. Suppliers disclose to Tecan all available information about conflict of interest situations in their relationship with Tecan without being asked and reveal if a Tecan employee has any economic ties with the Supplier.
14. Suppliers abide by applicable antitrust legislation and legislation against unfair competition.
15. Suppliers comply with applicable legislation on minerals and metals originating from conflict-affected and high-risk areas.
16. Suppliers respect their employees' privacy rights and comply with applicable data protection legislation.

### V. Suppliers and Contractors

17. Suppliers source materials from socially responsible suppliers.
18. Suppliers use their reasonable best efforts to ensure that their suppliers and permitted subcontractors do not violate the standards in this Supplier Code of Conduct. Tecan may refuse to approve subcontractors if they have not signed Tecan's Code of Conduct for Suppliers.

### VI. Violations

19. Failure of Suppliers to adhere to this Tecan Supplier Code of Conduct will be treated as a material breach of the Procurement Agreement with the relevant Tecan-Group Company and entitles such company to terminate the agreement in accordance with the applicable provisions.

I/we confirm that my/our company agrees with the content of this Supplier Code of Conduct and will comply with its provisions:

\_\_\_\_\_  
Date

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Company name

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Signature

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Signature

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Name

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