

Supplier Code of Conduct

This Supplier Code of Conduct sets minimum requirements for respecting human rights and the environment and engaging in responsible business activities for Fimlab's suppliers (including service providers and business partners) and their employees, supply chains and subcontractors. Our suppliers are responsible for ensuring that their activities and the supply chains of any products and services within the scope of the contract comply with the requirements.

Foreword

Fimlab Laboratoriot Oy aims to ensure responsible activities with a focus on the impact on people and the environment. We want to promote responsible principles across our supply chain and ensure that our products and services are produced in socially responsible and environmentally sustainable conditions.

According to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, enterprises must respect human rights.

The obligation to respect human rights means that enterprises should:

- within the context of their own activities, avoid causing or contributing to adverse human rights impacts,
- address such impacts when they occur in the enterprise's own activities or subcontracting chains,
- seek ways to prevent or mitigate adverse human rights impacts that are directly linked to their business operations, products or services by a business relationship, even if they do not contribute to those impacts.

A contracted supplier (hereinafter referred to as "Supplier") shall agree to comply with this Supplier Code of Conduct or the Supplier's own principles of corresponding substance and ensure that the Supplier's activities and supply chain meet the minimum requirements provided herein. The contract between the Supplier and the Client shall be referred to as "Procurement Contract".

The requirements concerning the supply chain and subcontractors have been emphasised in this Supplier Code of Conduct by referring to the "Employer". "Employer" also means the Supplier when the Supplier acts as an employer.

Cooperation and collaboration with the Client must be open, transparent and interactive.

Minimum requirements

A. Compliance with legislation

The Supplier and its subcontractors must comply with the local legislation that is in force in the country of production of the goods and services. If the obligations set out herein exceed the legal obligations in force in the production country, the Supplier and its subcontractors shall nevertheless comply with the obligations specified in this document.

The Supplier shall ensure with contracts between the Supplier and its subcontractors that also the subcontractors will commit to the requirements set forth in this document, or equivalent requirements.

B. Respecting human rights

The Supplier has a responsibility to respect human rights both within its own operations and in its supply chain according to

- the UN Universal Declaration of Human Rights,
- the UN International Covenant on Civil and Political Rights,
- the UN International Covenant on Economic, Social and Cultural Rights,
- the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and
- the UN Guiding Principles on Business and Human Rights.

The Supplier shall actively ensure that it does not participate, directly or indirectly, in causing adverse human rights impacts. The Supplier requires that also the enterprises belonging to its supply chain respect human rights.

The Supplier shall have established methods to identify and assess human rights impacts and prevent, mitigate and eliminate adverse human rights impacts across its activities, including any adverse human rights that may occur in its supply chain.

C. Obligations relating to employment terms and working conditions

i. Prohibition of child labour

The employment of children (child labour) is prohibited, with the exceptions justified in ILO Convention no. 138. A child may not perform any work that is likely to interfere with the child's education, or to be harmful to the child's health or development. For the purposes of this document, the term "child" shall apply to all persons who are under the age of 15.

Children under the age of 18 may work only in tasks, which by their nature or the circumstances in which these tasks are carried out, are not likely to jeopardise the health, safety or morals of the child. Children under the age of 18 may not work night shifts or overtime.

ii. Prohibition of forced labour

Forced labour is prohibited. Forced labour refers to all work or services exacted from any person under the pain of any penalty and for which the said person has not offered themselves voluntarily. The employee shall always have the right to terminate employment following a reasonable term of notice.

A written employment agreement shall be made with the employee, in a language that the employee understands.

Employers and recruitment agencies may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents.

It is prohibited to require employees to pay recruitment fees or other recruitment related payments.

iii. Prohibition of discrimination and harassment

Discrimination on the basis of age, gender, origin, nationality, language, religion, conviction, opinions, political activity, trade union activities, family relationships, health, physical characteristics, disability, sexual orientation, gender identity or other similar factor is prohibited. Discrimination refers to any distinction, exclusion or preference, which is not based on the merits or qualities of a particular job, but involves differential treatment based upon biased grounds.

The Supplier shall promote equal opportunities for all employees.

Harassment of the employees is prohibited. Harassment means inhuman treatment of employees or threat thereof.

iv. Freedom of association

The Employer respects the right and freedom of all employees to form and join trade unions and collective bargaining. Freedom of association and collective bargaining refers to formalised and/or non-formalised forms of cooperation in order to support and defend collectively employees' interests at the workplace and in the work community.

v. Wages and hours of work

Wages shall be paid directly to the employee within the agreed upon timeframe and in full. Deductions from wages as a disciplinary measure shall not be permitted, nor any other deductions unless they are stated in the local national legislation.

For each pay period, employees shall be provided with a written wage statement or a similar report that includes sufficient information to verify accurate compensation for work performed.

Employees shall, under no circumstances, be paid less than the national or locally stipulated minimum wage in that industry sector, or the minimum wage stipulated in the applicable collective agreement, whichever is higher.

The Supplier shall cooperate with the Client to ensure a living wage for employees in the Supplier's supply chain. The wage paid to the employees must be sufficient for living and for covering the basic needs of the employees and their families. Living wage means the pay received by an employee for a standard work week (excluding overtime) sufficient to secure the employee and their family a decent standard of living in the working location.

Overtime work shall be voluntary. The employees shall be paid overtime compensation in accordance with the legislation, industry practice or applicable collective agreement, whichever is higher. Overtime compensation shall be clearly specified in wage statements.

Employees shall be allowed at least one day off every seven days. Workweeks are not to exceed 60 hours per week nor the maximum set by local law, including overtime. The limit of total hours of work may be exceeded only in case of accident, actual or threatened, or in case of force majeure, or in case of urgent maintenance or repair work, but only so far as may be necessary to avoid serious interference with the ordinary working of the Employer.

Leave, including holidays, sick leave and parental leave, shall be compensated in accordance with national legislation.

vi. Safe and hygienic working environment

The working environment shall be safe to the employees and hygienic. This means that the employee at the working place is guaranteed to be free from conditions which can constitute a hazard for their physical and/or psychological health, or, that the Employer ensures, that the employee is duly protected from these conditions.

The Employer prevents, monitors and reports on the occurrence of work-related injury, near-miss cases, health disadvantages and illnesses. Employees are encouraged to report accidents and illnesses, near-miss cases, health disadvantages and possible risk factors. The Employer shall, without delay, implement corrective actions after learning about potentially harmful agents and risk factors.

Employees shall receive training and information on the correct working procedures, potential risks that the work can entail, including fire safety, hazardous operations and first aid, as well as training and information on how to prevent these risks. The Employer shall provide the employees with appropriate protective equipment.

The Employer shall provide the employees with appropriate sanitary facilities and break rooms, drinkable water and facilities for eating.

The Employer shall provide the employees with appropriate occupational healthcare.

D. Environmental protection

The Supplier shall ensure that the products and services that it sells, are produced in an environmentally responsible way. The Supplier shall assess the environmental impacts of the

products and services it sells for their entire life cycle and strive to prevent, mitigate and eliminate identified adverse environmental impacts across its activities and value chain.

The Supplier shall aim to systematically reduce greenhouse gas emissions from its own activities (Scope 1), the production of delivered energy (Scope 2) and other indirect emissions from its value chain (Scope 3).

E. Conflict minerals

Conflict minerals are gold, tantalum, tin and tungsten, extracted in a conflict-affected and high-risk areas.

If the contract products contain conflict minerals or conflict minerals are used in the manufacture of the products, the Supplier shall enforce a policy, that is compliant with OECD's Guidelines or otherwise of corresponding substance, to prevent the adverse impacts of conflict minerals. The Supplier shall aim to reduce the use of conflict minerals.

The Supplier shall strive to ensure that the enterprises in its supply chain, and the Supplier itself, will purchase the conflict minerals used in manufacturing the products covered by the Procurement Contract, only from responsible smelters. Responsible smelters can be identified by using lists provided by third parties.

F. Preventing corruption

The Supplier shall not directly or indirectly offer undue payment or other forms of compensation to any person or organisation with the aim of obtaining or maintaining business operations or achieving unjust benefit in its operations.

The Supplier shall not directly or indirectly request or accept any form of undue payment or other forms of compensation from a third party, which can affect the objectivity of business decisions.

Other terms

To assess compliance with these obligations and its own statutory reporting requirements, the Client may request the Supplier to present documents and clarifications, take corrective actions and report on their implementation. The Supplier shall ensure the availability of information to investigate any real or suspected violations.

The Client may audit the Supplier and/or its subcontractors according to the terms and conditions of the Procurement Contract.

The Supplier shall take relevant contractual measures in order for the content of the Procurement Contract and this Code of Conduct to be implemented in its own operations, as well as in the supply chain.

The Client's contact person shall be notified, without delay, of any cases or suspicions of violation of this Code of Conduct.