

## **Business Partner Code of Conduct**

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## **1. Business Partners Code of Conduct**

Our mission is to be the pioneering leader of diagnostic solutions and provide fast, accurate, and easy-to-use solutions to labs worldwide. Our business partners play a crucial role in this mission to enhance healthcare. Their collaboration is of paramount importance as it enables us to make significant advancements in the field. We strongly emphasize the importance of our business partners aligning with our Code of Conduct, ensuring that their work is in harmony with our core values. This commitment to shared principles and values strengthens our ability to collectively drive and accomplish positive changes in healthcare.

A business partner refers to any individual, entity, or organization engaged in a formal relationship with Devyser for the purpose of conducting business activities. Partnership, in the context of this Code, denotes the collaborative business relationship between Devyser and its business partners. Devyser Diagnostics AB ("Devyser") supports the Paris Agreement's climate goals, the UN's global goals for sustainable development (Agenda 2030), the Global Compact's ten principles for sustainable business, the OECD's guidelines for multinational companies, the ILO's declaration on basic principles and rights in working life and the World Economic Forums Partnering Against Corruption initiative (PACI).

This Code of Conduct for Business Partners (the "Code") stipulates the minimum requirements that Devyser's business partners shall respect and meet within their own operations. Devyser recognizes that reaching the standards established in this Code is a dynamic process and encourages business partners to continuously improve their operations. Devyser will support its business partners to meet the standards through dialogue and cooperation. Business partners who fail to meet the requirements outlined in this Code should discuss corrective actions openly with Devyser and present an action plan.

## **2. Devyser's requirements**

### **2.1 Compliance with Legal Requirements**

The business partner shall comply with all applicable national laws and regulations, industry minimum standards and any other relevant statutory requirements of the countries in which they operate. The business partner should also stay informed about changes in applicable laws and promptly adapt to them. Should any requirements stipulated in this Code conflict with national legislation, the law shall take precedence.

### **2.2 Ethical Requirements and Corruption**

Devyser expects its business partners to adhere strictly to the highest ethical standards in all their interactions and operations. This commitment encompasses integrity, ethics, and conduct, with a primary emphasis on compliance with relevant laws. The business partner must refrain from engaging in any form of extortion, corruption, embezzlement, or bribery, including facilitation payments, as such actions are strictly prohibited. Under no circumstances should the business partner offer money or valuable assets to any individual if there is reason to suspect that these resources might be used to influence official decisions or gain a competitive advantage in business for another person or entity.

Additionally, it is incumbent upon the business partner to have a comprehensive understanding of Devyser's gift and hospitality policies before presenting any gifts or engaging in business-related entertainment with Devyser personnel. Such gestures should never be extended in situations that could raise suspicions of impropriety. Furthermore, the business partner is obligated to actively prevent all forms of corruption, including extortion and bribery. They are expressly forbidden from directly or indirectly offering improper advantages to obtain or retain a business or any other advantage from third parties. Likewise, they must never pay or accept bribes or arrange/accept kickbacks.

Any gifts offered to Devyser's employees or representatives, or individuals closely associated with them, must be of insignificant value to avoid any appearance of impropriety. This comprehensive commitment to ethical standards ensures a strong partnership between Devyser and its business partners.

### **2.3 Freedom of Association and Right to Collective Bargaining**

All employees shall have the right to form, join and organize trade unions of their choice and to bargain collectively on their behalf with the business partner. The interests of the employees shall be respected without any form of retaliation or discrimination. In countries where the freedom of association is limited or under development, the business partner shall ensure that a freely elected employee representative can meet with management to discuss wages and workplace issues without negative consequences.

### **2.4 Fair and Equal Treatment**

All employees shall be treated with respect and dignity, based on their individual ability and qualifications. Any form of discrimination, on the ground of race, gender, age, religion, caste, national origin, disability, political affiliation, sexual orientation, family responsibilities, marital status, ethnicity or union membership, must not be tolerated. Employees shall not be subject to any physical, sexual, psychological or verbal harassment or inhuman treatment.

### **2.5 Fair Remuneration and Benefits**

All employees shall be timely paid at least the national legal minimum wages. All employees shall also be provided legally mandated benefits, including holidays and leaves and statutory severance when employment ends. Deductions from wages and benefits as a disciplinary measure shall not be permitted. Agreements concerning remuneration and benefits should be comprehensible to the employees.

### **2.6 Decent Working Hours**

Working hours shall not exceed the statutory limit. Overtime shall be voluntary, and always be compensated at a premium rate as defined by national law. In countries where working hours are not limited by national law, for the sector in question, adequate rest periods shall be regulated between the business partner and the employees.

### **2.7 Safe and Healthy Workplace**

The business partner shall provide its employees with a working environment which is safe, hygienic and conducive to good health. As a minimum, potable drinking water, adequate lighting, temperature, ventilation, sanitation and personal protective equipment shall be provided together with securely equipped

workstations. The business partner shall establish and follow clear procedures on occupational health and safety and take effective steps to prevent potential accidents and injuries. If the business partner provides accommodation, it shall be clean and safe and meet the basic needs of the employees. Accommodation shall be clearly segregated from the production area and employees shall be able to enter and leave the accommodation freely at any hour. The business partner shall also ensure the proper and safe handling, storage, and disposal of chemicals used in their operations. Finally, the management of hazardous materials and chemicals must comply with all relevant industry-specific standards and regulations.

## **2.8 No Child Labor**

The business partner's operations shall be free from child labor. No child below 15 years is allowed to work, subject to exceptions allowed by national or international law. If the business partner employs young workers between the age of 15 and 18, it shall demonstrate that the employment does not expose the young workers to undue risks that can harm physical, mental or emotional development. This includes working during out of office hours. Their work may not impair possibilities for education. They shall be protected against financial exploitation, and their right to grievance mechanisms shall be especially attended to.

## **2.9 Forced Labor**

The business partner must not participate in, or benefit from, any form of forced labor including bonded labor, forced prison labor, slavery, servitude, or human trafficking. Workers must have the freedom of movement during the course of their employment. The supplier must not withhold any part of any personnel's salary, benefits, property or documents (e.g. identity cards and travel documents) in order to force such personnel to continue working for them. Moreover, the business partner shall treat all personnel with dignity and respect. The business partner shall not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.

## **2.10 Human Rights**

The business partner shall promote equal treatment and equal opportunities for everyone regardless of sex, gender identity, ethnicity, religion or other belief, disability, sexual orientation and age. The business partner shall not accept any form of mental or physical punishment, threat of punishment, discrimination in employment opportunities or work, bullying at the workplace, or sexual or other harassment.

The business partner should respect all internationally recognized human rights standards. The business partners shall follow The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Devyser shall not use forced labour and/or child labour for any of its work and shall ensure the same stance from its business partners. Devyser expects its Business Partners to follow all applicable human rights laws and regulations, such as the International Bill of Human Rights.

The business partner shall support and contribute to the positive realization of human rights.

**2.11 Environmental Management**

The business partner shall have procedures in place to secure compliance with the requirements of applicable environmental legislation and regulations, or with international standards where national legislation is weak or poorly enforced. Also, the business partner shall have knowledge of the environmental impacts of its operations and shall continuously strive to reduce impacts and improve environmental performance in a systematic way. Improvements should cover reduction of energy and water use, emissions and waste as well as the reduction and/or substitution of hazardous chemicals.

**2.12 Implementation and Monitoring**

The business partner shall be expected to implement the principles described in this Code in its own business or at least have equivalent standards adopted and conduct its business in accordance therewith. The business partner shall have a system in place to implement and communicate the principles within its own company and its supply chain. Devyser should be allowed to assess its business partner's compliance with this Code by asking the business partner to provide relevant information and by conducting audits and reviews of the business partner.

Devyser believes in cooperation and is willing to work together with business partners to meet the requirements in the Code.

**Authorized Signature**

I confirm that I have read and understood the Code of Conduct for Business Partners above and that we will act accordingly.

Authorized Signature:

Company:

Place and date: