



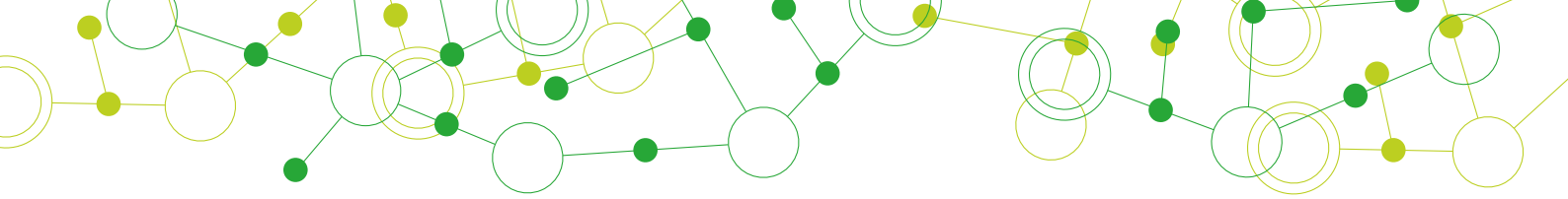
November 2020

# ALGOL GROUP SUPPLIER CODE OF BUSINESS CONDUCT

The multi-industry Algol Group has been active in international trade since 1894. We supply products and solutions for industry and healthcare. The Algol Group has a global network of partners and is present in eleven different countries.

The values of the Algol Group are **accountability, collaboration and development**. These values affect and define the way we conduct our business on a day-to-day basis. The Algol Group Code of Business Conduct supports and strengthens our operations in accordance with our values. In addition to the specific standards mentioned in this Code, we conduct all our business in a manner that is characterised by compliance with and respect for laws and regulations, contracts and other undertakings, as well as sound and fair business practices.

The Algol Group Supplier Code of Conduct is binding on all organisations and individuals (hereinafter "Suppliers") who supply products or services to companies belonging to the Algol Group (Algol Oy, Algol Chemicals, Algol Diagnostics, Algol Technics, Algol Trehab and Histolab Products). The commitment also covers the entire supply chain of Suppliers.



## 1. LEGALITY

We require Suppliers to comply with all applicable laws and other legislation, regulations and general and specific obligations, agreements, guidelines and good business practices in all their operations. We require Suppliers to keep accurate documents and records of their activities in order to ensure full regulatory and financial accountability.

## 2. LABOUR CONDITIONS AND HUMAN RIGHTS

We require Suppliers to adhere to the UN Declaration of Human Rights, which include inter alia freedom of opinion and religion, equality and the prohibition of discrimination. Suppliers must never use forced labour or child labour. As employers, Suppliers must comply with the ILO's Declaration on Fundamental Principles and Rights at Work. Suppliers must respect the freedom of association and the right of collective bargaining of their employees. Suppliers must treat their employees fairly and ensure that they are not subjected to any form of harassment, discrimination or abuse.

We require Suppliers to pay employees at least the minimum wage and applicable overtime pay as set out in national law or applicable collective agreements. We require Suppliers to comply with working hours in accordance with applicable laws and collective agreements, or in the absence of laws and collective agreements, to ensure that regular working hours do not exceed 48 hours per week.

Suppliers must ensure that employees have at least one day off in each seven-day period, unless otherwise provided by applicable law.

## 3. CHILD LABOUR

Suppliers are prohibited from employing children under the legal minimum age for employment under any circumstances. If no such age is specified, the minimum age is the age at which the child has completed compulsory education. Children over the minimum age cannot be hired for dangerous work or work that may be detrimental to the child's personal development.

## 4. HEALTH AND SAFETY IN THE WORK ENVIRONMENT

We require Suppliers to provide a safe and healthy workplace for their employees. We require Suppliers to comply with all laws and regulations relating to health and safety. We require Suppliers to apply appropriate procedures and controls in order to achieve zero work-related accidents or incidents.

We require Suppliers to actively look for ways to further improve their working conditions and working environment and to maintain the health of their employees. We require Suppliers to commit to the safety also of their environment. We require Suppliers to store, transport and handle their products in a safe manner. We require Suppliers to endeavour to prevent the unsafe use of any products or services supplied by them.

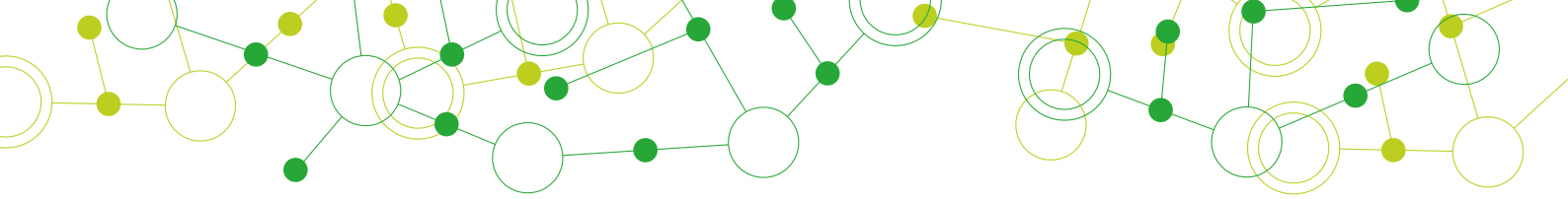
## 5. ENVIRONMENT

We require Suppliers to comply with all laws and regulations relating to protection of the environment. We expect Suppliers to continuously assess and improve the environmental impact of their operations and to use natural resources efficiently. Suppliers must optimise the use of raw materials and take into account material and resource efficiency considerations.

We require Suppliers to provide ongoing environmental training for their employees and to inform their stakeholders about environmental issues.

## 6. PREVENTION OF CORRUPTION AND BRIBERY

Suppliers must not engage in any form of illegal corruption, bribery or extortion, whether in relation to public authorities and officials, in relation to their business partners or in relation to any third parties. Employees of Suppliers must not, whether on their own behalf or on behalf of their employer, accept or offer any direct or indirect benefits that are or may be intended to promote illegal, inappropriate or improper business or personal gain. Employees of Suppliers must avoid situations where their personal interests may conflict with those of their stakeholders or those of their employer. Employees of Suppliers must not under any circumstances become involved in any form of money laundering.



## 7. FAIR COMPETITION

Suppliers must comply with all applicable national and international laws and regulations relating to fair competition and antitrust. Suppliers must not engage in activities that might restrain or distort fair competition. We also require Suppliers to act fairly and with integrity and honesty towards their competitors.

## 8. DATA PROTECTION

We recognise that the information received by us from our employees, customers, suppliers and other business partners may be of confidential, proprietary, privileged or otherwise sensitive nature. We take appropriate steps in order to protect all such information and to prevent any improper disclosure or misuse thereof. We require Suppliers to act in the same manner as described above for our own operations.

## 9. MONITORING, ENFORCEMENT AND DEVELOPMENT OF THE CODE

Adherence to the standards mentioned in this Code is continuously monitored and enforced by all levels of management within the Algol Group. Adherence is also considered an integral part of the everyday work of each employee, regardless of his or her position. Our internal processes, including internal audits, are designed to facilitate compliance with this Code, as well as the detection and rectification of any irregularities or deviations. Both as a group and as individuals, we continuously set goals and targets for ourselves in order to achieve sustainable development in the way we conduct our business. We require Suppliers to have a whistleblowing system in place that allows notifications to be made anonymously by employees.

Similarly, we require Suppliers to notify Algol immediately if they suspect that any of these standards are not being adhered to. Notifications may be sent to [compliance@algol.fi](mailto:compliance@algol.fi). Notifications may also be submitted directly through our online whistleblowing system: <https://report.whistleb.com/fi/algol>.

Commitment regarding the Algol Supplier Code of Business Conduct.

We have read and understood the attached version of the Algol Supplier Code of Business Conduct dated November 2020 and confirm that our company complies with the guidelines in all respects.

We have our own corporate responsibility rules and requirements, ERP systems and a corporate responsibility organisation that fully meet the requirements set out in the Code of Business Conduct and are complied with throughout the business relationship. We enclose a copy of our own guidelines.

Place

Date

Company name

Company ID / DUNS number

Signature

Name in block capitals

Company stamp

Return this form to: [compliance@algol.fi](mailto:compliance@algol.fi)