



FISHER SCIENTIFIC SUPPLIER CODE OF CONDUCT

As part of the Thermo Fisher Scientific group, Fisher Scientific's mission is to enable our customers to make the world healthier, cleaner and safer. We place the highest demands regarding compliance with social and environmental standards not only on our own operations, but also those of our suppliers.

This Supplier Code of Conduct sets out the ethical, social and legal standards that we apply within our own group and which we expect our suppliers to share and apply.

1. COMPLIANCE WITH LAWS

Suppliers must operate in full compliance with the laws of their respective countries and with other applicable laws, rules and regulations including (without limitation) all applicable laws relating to labor, worker health and safety, and environmental regulations.

2. LABOUR STANDARDS

CHILD LABOUR: Supplier shall employ only workers who meet the applicable minimum legal age and avoid child labor. The term "child" refers to any person under the age of 15 (or 14 according to the applicable local laws), any person under the minimum age for completion of compulsory education or any person under the minimum age for employment in any particular country. Supplier shall operate internal HR processes to ensure these minimum age requirements are met. Suppliers shall comply with all applicable child labor laws, including those related to hiring, wages, hours worked, overtime and working conditions.

FORCED LABOUR & SLAVERY: Suppliers must ensure that forced labour is not used within their business. This includes transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment.

NON-DISCRIMINATION: Suppliers shall employ workers on the basis of the ability to do the job, not on the basis of personal characteristics or beliefs. No employee may be unfairly disadvantaged or excluded on the basis of race, ethnicity, color, nationality, religion, gender, age, marital status, maternity or parental status, disability, physical characteristics, sexual orientation, union membership or political affiliation. Suppliers shall ensure a harassment-free environment.

FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING To the extent permitted by local law,

Suppliers shall allow their employees to join associations of their own choosing. Suppliers shall not interfere with workers who wish to lawfully and peacefully associate, organize or bargain collectively.

HUMANE TREATMENT: Suppliers shall treat all workers with respect and dignity. Suppliers shall not use corporal punishment or any other form of physical or psychological coercion, sexual harassment, sexual abuse, verbal abuse or the threat of any such treatment.

WORKING HOURS AND COMPENSATION: Suppliers shall set working hours in compliance with all applicable laws. Compensation paid to employees shall comply with applicable national wage laws and ensure an adequate standard of living. Suppliers shall pay employees in a timely manner.

3. ENVIRONMENT & SUSTAINABILITY

Suppliers shall comply with all applicable environmental laws and regulations and are encouraged to exceed those minimums whenever possible.

WASTE AND EMISSIONS: Suppliers shall have appropriate and relevant systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges in compliance with applicable laws and regulations. Activities which have the potential to adversely impact human or environmental health shall be appropriately managed, measured, and controlled. Suppliers shall have systems in place to prevent or mitigate accidental spills and/or releases into the environment.

RESOURCE CONSERVATION AND CLIMATE PROTECTION: Suppliers are expected to measure and control their use of natural resources (e.g., water, sources of energy and raw materials) in an economical way. Negative impacts on the environment and climate should be minimized or eliminated at their source or through practices such as the modification of production, maintenance and facility processes, materials substitution, conservation, recycling and material reutilization.

4. HEALTH & SAFETY

Suppliers shall ensure a safe and healthy working environment for their employees. Suppliers shall provide employees procedures and training on occupational health and safety, and maintain injury and illness reporting systems and implement management systems for reducing health and safety risks.

5. BUSINESS ETHICS

BUSINESS INTEGRITY: Suppliers shall not engage in or permit any form of corruption, extortion or embezzlement. Suppliers shall not offer bribes or other unlawful incentives to anyone. Suppliers are expected not to give or offer Fisher Scientific employees gifts beyond a nominal value or any other personal benefit.

FAIR COMPETITION: Suppliers shall conduct business in line with fair competition and in accordance with all applicable laws concerning fair competition.

PRIVACY & INTELLECTUAL PROPERTY: Suppliers shall appropriately use confidential

information and protect all employees' and business partners' privacy and valid intellectual property rights.

IDENTIFICATION OF CONCERNS: Suppliers shall provide means for their employees to report concerns or potentially unlawful activities in the workplace. Any report should be treated in a confidential manner. Suppliers shall investigate such reports and take corrective action if needed. Suppliers shall not retaliate against or harass any employee making a good faith report

CONFLICT MINERALS: Suppliers shall not provide any tantalum, tin, tungsten or gold mined in Angola, Burundi, the Central African Republic, Democratic Republic of the Congo, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia that contribute to armed conflict or human rights abuses. Upon request, Suppliers shall provide country of origin information for these minerals.

6. SUPPLY CHAIN MANAGEMENT

Suppliers are expected to ensure that all material sub-contractors and sub-suppliers that are used in their operations comply with the principles and commitments described in this Code of Conduct. Suppliers are expected to take active steps to manage the compliance profile of their supply chain and ensure that they meet the standards described in this document.

7. MONITORING & ENFORCEMENT

If Fisher Scientific determines that any Supplier has violated this Code of Conduct, Fisher Scientific may, at our discretion, conduct an investigation into the alleged shortcomings and require the Supplier implement corrective actions. If corrective actions are advised but not taken, Fisher Scientific may terminate current orders and may suspend placement of future orders. Fisher Scientific encourages Suppliers to define and implement policies for social accountability and to establish their own internal compliance management systems.

**FISHER SCIENTIFIC EUROPE
SUPPLIER CODE OF CONDUCT**

SUPPLIER CERTIFICATION

Please confirm your agreement to the principles in the Supplier Code of Conduct by signing below and returning the completed form.

We hereby confirm as follows:

- We have received a copy of the Fisher Scientific Supplier Code of Conduct (“Supplier Code of Conduct”);
- We confirm our commitment to conduct our business in compliance with the principles described in the Fisher Scientific Supplier Code of Conduct.
- Where these principles of the Supplier Code of Conduct have already been adopted by us as part of our own internal Code of Conduct, we shall provide Fisher Scientific with a copy for reference.

Name of
Supplier

Signature:

Name:

Email:

Date:
