



## Supplier code of conduct

Gentian Diagnostics is committed to comply with all applicable laws in the countries it operates. Our operations are to be conducted with integrity and with respect for human rights everywhere we operate. Gentian Diagnostics expects its suppliers to adhere to the same standards, which the principles are stated in this document.

### **As a supplier we hereby declare adherence to the following undertakings:**

#### Compliance with laws

We are committed to comply to all laws and regulations.

#### Bribery and corruption

We will not take part in any form of corruption or use intermediaries to facilitate corruption on our behalf.

#### Conflicts of interest

We will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. We will notify Gentian Diagnostics if we become aware of a potential conflict of interest.

#### Gifts and hospitality

We are aware that Gentian Diagnostics and its employees will not accept gifts that are of significant economic value or not in accordance with common courtesy and accepted local business practice. Offers of hospitality or entertainment may be accepted if they arise out of the normal course of business and take place in settings that are appropriate.

#### Employment

We will comply with local laws and collective bargaining agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages are paid to employees and that vacation and leave periods are provided in accordance with local law or a collective bargaining agreement.

#### Forced labour

We declare that all our employees are hired as a result of free will and are free to leave their employment after giving reasonable notice. Employees will not be required to lodge identity papers upon commencement of employment. We will not employ people through any form of forced, bonded or prison labour.

#### Freedom to organise

We agree and recognise our employees' rights to form and join trade unions and to be represented in collective bargaining agreements. We also respect the rights of employees to remain non-unionised.

#### Child labour

We will not employ children below the age of 15. Limited exceptions may be made for children above 13 years of age where this is clearly in the best interest of the child. Children under the age of 18 shall not perform hazardous work.

#### Discrimination

We treat our employees fairly and equally. No form of harassment or discrimination based on age, gender religion or any other reason shall occur.



### Standards in the supply chain

We expect that our own suppliers and sub-suppliers adhere to the principles set out in this supplier code of conduct and we will seek to follow up on the fulfilment of the principles in our business relationships with them.

### Declaration

By signing this supplier code of conduct we confirm that we fulfil the requirements set out in this document. We also acknowledge that if deviations from this code occurs which can not be rectified the business relationship with Gentian may be terminated.

### For and on behalf of the supplier

Date:

Company: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_