

Cerba Healthcare – CSR Supplier Charter

Introduction

The Cerba Healthcare Group, created in 1967, is a world reference in medical biology. Its mission is to support the evolution of a curative health system towards a more preventive system, drawing on more than 50 years of expertise in medical biology to reveal the full potential of diagnosis.

Cerba Healthcare's CSR strategy revolves around the following pillars: contributing to the health of all, developing human capital, reducing the impact of its activity on the environment, being exemplary in its business ethics. The group attaches great importance to working responsibly with responsible suppliers. As such, this CSR supplier charter reflects this commitment and requires Cerba Healthcare's suppliers to respect its terms while maintaining a high level of responsible practices daily.

Please note that this charter applies to the suppliers of all Cerba Healthcare's subsidiaries, the Cerba laboratory, Cerballiance, Cerba HealthCare Belgium and Luxembourg (CRI, Ketterthill et LBS), Cerba HealthCare Italia, Cerba Lancet Africa, Cerba Path, Cerba Research and Cerba Vet.

Cerba Healthcare's commitments to its suppliers

The Cerba Healthcare Group is committed to:

- Establish sustainable business relationships by favoring suppliers who are vigilant to risks related to human rights, working conditions, business ethics and the environment. Cerba gives itself the opportunity to integrate social and environmental clauses and criteria into calls for tenders, and to reference its suppliers by taking into account their CSR performance
- Pay its suppliers at a fair price, which allows the sustainability of both economic model without jeopardizing or compromising its CSR commitments
- Put in place strong vigilance to prevent cases of economic dependence with a supplier
- Ensures confidentiality of suppliers' data
- Engage teams to manage the risks identified and published in the vigilance plan

Supplier commitments to Cerba Healthcare

The supplier must comply with the regulations, collective agreements and supplementary agreements in force with regard to human rights, workers' rights and environmental preservation, in particular act in accordance with the following international conventions and declarations:

- All international and national laws and regulations applicable to their activities;
- The Universal Declaration of Human Rights;

- The 8 fundamental conventions of the International Labor Organization (ILO);
- The United Nations Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises.

Respect for human rights

Prohibition of child labor

The Suppliers undertake not to employ children under 15 years of age, according to ILO recommendations. In accordance with certain local laws where a country prohibits work at a higher age, the Suppliers undertake to apply this approach at the older age. In addition, the Suppliers undertake to prohibit overtime, hazardous work, and night work for children under the age of 18.

Prohibition of forced labor and trafficking in human beings

Cerba Healthcare Group opposes any form of practices used by its Suppliers to use any form of abusive or illegal work or processes in its operations, such as forced labor, human trafficking, slavery, confiscation of personal documents, payment of recruitment fees by employees or the obligation to post a deposit during recruitment. Each employee must be able to accept or resign from his position freely.

The Suppliers must respect the freedom of movement of workers. Suppliers may not compel workers to work to repay a debt owed to them or to a third party.

Non-use of illegal work

The Suppliers must prevent illegal, undeclared or clandestine work by following all international regulations related to these subjects.

Nondiscrimination

Cerba Healthcare Group does not tolerate its Suppliers to practice or encourage any form of discrimination on hiring, salary, training, promotion, pregnancy or dismissal, related to the criteria of sex, race, ethnic origin, caste, social background, religion, disability, nationality, political affiliation, trade union membership, sexual orientation, physical appearance, gender identity or any other personal characteristic.

Minimum wage

The Suppliers shall pay its employees' wages in full and on a regular basis (at least monthly) and without delay, including overtime, services and paid holidays. The amount must be equal to or greater than the legal minimum in force. Salary deductions should not be used as a disciplinary measure.

Working time

Suppliers must comply with local laws and ILO conventions concerning working time. The latter must respect the maximum duration of 48 hours per week - excluding overtime - and have the minimum number of days of leave imposed by local legislation with at least one day of rest per week. Excessive overtime is prohibited.

Freedom of association

Cerba Healthcare Group requests its Suppliers to recognize and implement the right of workers to collective bargaining, to form their own unions and to join the unions of their choice, without any hindrance, interference, sanction or discrimination related to these activities. Suppliers must offer representatives the opportunity to exercise their rights. It is forbidden to use intimidation, threats or discriminatory practices against staff representatives.

Occupational Health and Safety

Suppliers shall provide their employees with a safe working environment to prevent the risks and dangers of injury or accidents related to the use of chemicals, industrial machinery, equipment, both in and out of the workplace in the workplace.

Suppliers must also comply with established safety processes and controls to prevent the occurrence of hazardous incidents and undertake to take the necessary measures in the event of major incidents.

Procedures must be formalized, safety instructions must be posted and communicated, and training must be provided on topics such as fire safety, first aid, hazardous and non-hazardous waste management, the handling of chemical products and substances and the use of hazardous materials.

Prohibition of harassment and abuse

Suppliers must treat their workers with respect and dignity. The Suppliers undertake to refrain from and prohibit any behavior and practice involving any form of corporal punishment, physical, sexual, verbal or psychological harassment or any other form of abuse.

Local communities

The Suppliers undertake to respect and interact positively with local communities in the areas in which it operates in order to avoid possible damage and undertakes to enforce this requirement to all suppliers with whom it operates. The Suppliers shall further undertake to respect the rights of indigenous peoples as defined by the United Nations Declaration.

Respect for the environment

The Cerba Healthcare Group has established an environmental strategy based on the following three axes: the fight against global warming, the reduction of waste and its impact, the reduction of water consumption and pollution. In order for this strategy to be deployed throughout its value chain, Cerba Healthcare Group expects its Suppliers to share these commitments.

The Cerba Healthcare Group expects each of its Suppliers to undertake to adapt its production and innovation processes in order to develop products, or implement services, whose environmental impact is as low as possible during their life cycle, with an emphasis on the carbon footprint related to transport and packaging.

Waste management and its impact

The Suppliers ensure the management, treatment, storage and disposal of its hazardous and non-hazardous waste in accordance with the regulations in force.

Reduction of water consumption and pollution

The Suppliers ensure compliance with local regulations in order to treat and dispose of wastewater related to its production process in accordance with its production process.

Chemicals Management

The suppliers commit to implement a safe chemicals management system and chemicals compliance of products and raw materials, with applicable national and international regulations (e.g., REACH regulations).

Animal Welfare

The suppliers commit to humanely treat animals, with minimized pain and stress. Animal testing should be performed after consideration to replace animals, to reduce the numbers of animals used, or to refine procedures to minimize distress. Alternatives should be used wherever these are scientifically valid and acceptable to regulators.

Business Ethics

Non-corruption and money laundering

Suppliers must undertake to comply with all anti-bribery regulations. They must apply fair business practices, in accordance with antitrust and fair competition regulations.

They are therefore prohibited from offering Cerba Healthcare Group employees any advantage (free goods or services) that would aim to facilitate their activities with the Group.

The Group expects its Suppliers to take appropriate measures to prevent, detect and sanction any act relating, directly or indirectly, to corruption or trading in influence in the scope of their activities and those of their suppliers. This includes the prohibition of so-called facilitation payments and any other benefits granted to public officials in return for the performance of routine actions.

Data Privacy

Suppliers must comply with applicable laws and contractual requirements regarding the storage, transmission, protection, disclosure and use of confidential information. This information may include, without limitation, personal data of any individual, confidential data relating to Cerba Healthcare and intellectual property rights (patents, trademarks, copyrights).

No conflict of interest

Cerba Healthcare requires its Suppliers to make every effort to prevent situations creating a real, apparent or potential conflict of interest in their business relationship with any entity of the Cerba Healthcare Group.

Compliance with competition law

Suppliers undertake to take all appropriate measures to prevent abuses of dominant positions, concerted practices or unlawful agreements between competitors, such as price fixing agreement, market allocation arrangement, or boycotts limiting the production of certain products.

Information Sharing

Upon request, Cerba Healthcare's suppliers may be invited to share

- Their social, societal and environmental commitments, and related data with Cerba Healthcare Group entities with which they work;
- Information about their own suppliers, to allow access to their respective premises, staff and employees for inspection audits and verifications.

Diffusion of these principles to business partners

Suppliers undertake to promote the principles of this charter among their own suppliers and subcontractors.

Suspension terms

Cerba Healthcare reserves the right to terminate the contract if the Supplier violates the principles set forth in the Charter and/or refuses to take the steps necessary to resolve any non-conformities brought to its attention.