



## **Third-Party Code of Conduct**

BioPorto's third-party suppliers and partners are an integral part of helping BioPorto to supply high-quality products to healthcare providers and research tools to researchers. These guidelines document the principles, guidelines, and expectations for establishing and maintaining a business relationship with BioPorto.

The third-parties must not only comply with this Code of Conduct in their own organization but also ensure, in turn, that their subcontractors adhere to the standards summarized in this Code of Conduct.

BioPorto reserves the right to verify the third-party's compliance with this Code of Conduct.

### **Legal Compliance**

BioPorto considers legal compliance to be one of its primary duties. As part of its corporate responsibility, BioPorto also expects this from our third-party suppliers and partners, and such parties must commit themselves hereto.

### **Anti-Corruption, Anti-Bribery and Conflict of Interest**

BioPorto works against all forms of corruption and has zero tolerance for any form of corruption and bribery. Any third-party working with BioPorto must comply with all applicable laws and regulations concerning bribery, corruption, fraud, and other prohibited practices, including, but not limited to, the Danish Criminal Code and the 2021 UK Bribery Act (hereinafter referred to as "Anti-Corruptions Laws"). The third-party shall avoid participation in or knowingly benefit from any kind of corruption, extortion, or bribery. Consequently, the third-party warrants that it will not offer, promise, authorize or give anything of value to any public official in any country, or to any business partner, to gain any improper business advantage of any kind. In addition, the third-party may not solicit or accept any form of bribe from any person. Gifts and hospitality should never be extended or accepted unless doing so is reasonable, proportionate, and business-related. The third-party shall not do business on behalf of the BioPorto with a close relative.

The third-party represents and warrants that it and its personnel, sub-distributors, and other persons working on its behalf are aware of and will comply with all applicable Anti-Corruption Laws.

### **Export Regulation**

BioPorto complies with all applicable economic, trade or financial sanctions, prohibitions or restrictions, including those laid down, administered or enforced by, or under the laws of the United Nations, the United States, the European Union and/or its member states, and the United Kingdom, and/or the respective governmental, legislative, judicial and enforcement bodies and authorities of any of the foregoing (hereinafter referred to as "Sanctions Laws"). Accordingly, we expect our third-party distributors, suppliers, and their collaboration partners to do the same.

The third-party declares that its personnel, sub-distributors, and other persons working on its behalf comply with all applicable Sanctions Laws.

The third-party, including its personnel, sub-distributors, and other persons working on its behalf, represents and warrants that it shall not sell or otherwise transfer, directly or indirectly, any products to customers which it knows or reasonably should know will resell or export the product to any other third party in a country subject to applicable Sanctions Laws.

The third-party agrees to cooperate with BioPorto in order to maintain compliance with Sanctions Laws.

## **Fair Competition, Antitrust Laws and Intellectual Property Rights**

Antitrust laws prohibit agreements between companies that restrict competition, e.g. price fixing, market or customer allocation, market sharing or bid rigging with competitors, or the abuse of a dominant position in the market. BioPorto's third-party distributors and suppliers must act in accordance with national and international competition laws and will not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors and will respect the intellectual property rights of others.

The third-party represents and warrants that it and its personnel, sub-distributors, and other persons working on its behalf shall conduct its business consistent with fair and vigorous competition and are aware of and will comply with applicable antitrust laws.

## **Respect for the Basic Human Rights**

BioPorto respects the basic human rights as defined in the international conventions of the United Nations (UN), the International Labour Organization (ILO), the Organization for Economic Cooperation and Development (OECD), the UN Global Compact Initiative, and Danish Labour legislation.

BioPorto expects its third-party distributors and suppliers to respect the basic human rights of their employees as defined in the international conventions of the United Nations (UN), the International Labour Organization (ILO), the Organization for Economic Cooperation and Development (OECD), and the UN Global Compact Initiative. This means that the third-party must respect the personal dignity, privacy, and rights of each employee, and employees of subcontractors, and comply with the maximum number of working hours laid down in applicable law.

BioPorto expects the third-party to prioritize and promote a culture that protects human rights both in the workplace and also more broadly in all its business activities. The third-party shall avoid being complicit in human rights abuses of any kind and shall never engage in or allow actions that constitute a violation of human rights.

## **Prohibition of Child Labour**

BioPorto will not employ workers under the age of 15 and will comply with Danish labour legislation related hereto. BioPorto expects its third-party distributors and suppliers to only employ workers of a minimum age of 15. The third-party warrants to not engage in child labour. If the third-party discovers that child labour is used, the third party shall address and rectify the situation immediately.

## **Health and Safety of Employees**

BioPorto is following national labor legislation with regard to minimum requirements for the health and safety of BioPorto's employees.

BioPorto expects its third-party distributors and suppliers to be compliant and follow national labor legislation with regard to the health and safety of its employees, control hazards, and take the best reasonably possible precautionary measures against accidents and occupational diseases. Whenever necessary, workers are to be provided with and instructed to use appropriate personal protective equipment.

BioPorto expects the third-party to continuously work to reduce and mitigate health and safety risks in the workplace. BioPorto expects the third-party to educate, train, and protect all employees from any harm arising from workplace activities.

## **Environmental Protection**

The objective of environmental protection is to improve the market opportunities for BioPorto's products and the esteem in which our customers and the public hold BioPorto, by increasing the environmental compatibility and ecological efficiency of the products themselves as well as the production processes. This can only be achieved in partnership with our third-party distributors and suppliers.

BioPorto expects the third-party to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licenses and permits.

## **Conflict Minerals**

BioPorto will avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights, and we expect the third-party to do the same.

## **Animal Welfare**

BioPorto respects animal welfare. BioPorto expects the third-party to respect animal welfare and comply with national and international legislation related hereto.

## **Human Tissue**

It is essential for BioPorto that material derived from humans comply with applicable laws and regulations regarding the procurement, use, and storage of human tissues. BioPorto complies with Danish legislation related hereto, and the third-party is expected to comply with any national legislation in their country.