



CODE OF CONDUCT



# MÉRIEUX NUTRISCIENCES

## SUPPLIER CODE OF CONDUCT

AND

## COMPLIANCE DECLARATION

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(January 2025 - V.2)

## Mérieux NutriSciences Group

### PREAMBLE

As a global leader in food safety and quality services with the mission to protect consumers' health, Mérieux NutriSciences Group is strongly committed to honest, legal, and ethical practices and conducting business with integrity and trustworthiness.

This is a company wide objective that starts with each employee of Mérieux NutriSciences Group. All compliance and ethics principles applicable to our employees are described in the Code of Conduct and the compliance policies. The same principles shall also govern our relationship with our suppliers that must be encouraged to adopt sustainable practices in their operations.

The purpose of this Supplier Code of Conduct (the “**Code**”) is to define the requirements expected from any supplier and vendor of any entity of the Mérieux NutriSciences Group (the “**Suppliers**”) in terms of compliance and ethics principles.

Mérieux NutriSciences encourages a culture of openness where any concerns or questions about the Code can be raised. If there are any concerns about behavior that may violate the Supplier Code of Conduct, you are encouraged to escalate those concerns to your key contact person at Mérieux NutriSciences or use our compliance channel at <https://integrity-line.mxns.com/>. Any question or information reported will be treated with the highest level of confidentiality and care by the Corporate Compliance Officer.

## **COMPLIANCE WITH LAWS AND REGULATIONS**

Suppliers shall comply with all applicable national and international laws and regulations, including the International Labor Organization and the United Nations' Universal Declaration of Human Rights, industry standards, and all other relevant statutory requirements whichever requirements impose the highest standards of conduct.

## **DOING BUSINESS WITH INTEGRITY**

Suppliers shall conduct their business in accordance with the highest ethical standards. Suppliers shall not make inappropriate gifts or take any other inappropriate initiatives that could result in conflicts of interest for the persons involved in the management of supply orders of Mérieux NutriSciences Group.

Suppliers have to comply with all applicable laws and regulations concerning corruption, bribery, money laundering, fraud and unfair and prohibited business practices.

## **RESPECT OF FAIR COMPETITION AND INTERNATIONAL TRADE REGULATIONS**

Suppliers shall compete fairly in the respect of free competition principles and shall comply with international and local import, export, boycotts, customs, and embargo regulations.

## **RESPECT OF MERIEUX NUTRISCIENCES' INTELLECTUAL PROPERTY RIGHTS**

Mérieux NutriSciences' intellectual property rights (our trademarks, logos, copyrights, trade secrets, know-how, and patents) are among our most valuable assets which cannot be used by our Suppliers without specific written authorizations.

## **PROTECTION OF CONFIDENTIAL INFORMATION AND PRIVACY RIGHTS**

Suppliers shall adopt necessary measures to protect the confidentiality of non-public information regarding the business of Mérieux NutriSciences.

Mérieux NutriSciences recognizes the importance of privacy as a fundamental right. Suppliers shall maintain privacy of personal information regarding employees of Mérieux NutriSciences they may be aware of, and shall ensure that such information is collected, processed, stored, and transferred using adequate precautions.

## **CONTRACTS AND BUSINESS RECORDS**

Keeping accurate business records is essential for compliance purposes and the foundation for any long-term commercial relationship. Any supply of goods or services with our Suppliers shall therefore be documented by the appropriate contract or purchase order.

## **SOCIAL AND WORKING CONDITIONS**

Suppliers shall recognize and be committed to upholding the human rights of their employees and treat them with dignity and respect as understood by the international community. Our Suppliers shall respect the Fundamental Conventions of the U.N.

Mérieux NutriSciences condemns the use of forced labor and exploitative child labor. Suppliers shall comply with all laws regarding slavery and human trafficking. Our Suppliers shall be responsible for taking reasonable precautions to prevent harm to our employees by maintaining full compliance with relevant local health, safety, and environmental requirements.

## **DIVERSITY**

The diversity of our employees is a strength that is promoted and supported throughout the Group. Behavior from our Suppliers that singles out an employee or group of employees in a negative way because of their gender, age, race, ethnicity, national origin, religion, marital status, sexual orientation or identification, disability, illness, genetic information or any other characteristics protected under applicable laws will not be tolerated.

## **PROTECTING THE ENVIRONMENT**

Mérieux NutriSciences is dedicated to ensuring the sustainable development of its activities in compliance with environmental laws and regulations. Our Suppliers are expected to assist us in finding new ways to deliver goods and services that would minimize our overall environmental impact.



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## COMPLIANCE DECLARATION

We, the undersigned hereby confirm:

1. that we have received and taken due note of the Mérieux NutriSciences Supplier Code of Conduct dated May 2023 (the “Code of Conduct”) and commit ourselves, in addition to our commitments as set out in the supply agreements with Mérieux NutriSciences to fully comply with its principles and requirements.
2. that we effectively communicate the contents of the Code of Conduct to our employees, agents, subcontractors and suppliers and ensure all measures required are implemented accordingly.

We also confirm that we have noted that compliance to the Code of Conduct is an essential prerequisite for business relations between any entity of the Mérieux NutriSciences Group and us as Supplier.

The Compliance Declaration must be signed by a duly authorized representative of the company and returned to the assigned Mérieux NutriSciences contact within 15 working days of receipt.

Company Name: .....

Company Address: .....

Name: .....

Function: .....

Place, date: .....

Signature (and company seal if legally required)