

Tecan's Human Rights and Responsible Business Practices Commitment

Overview

At Tecan we are driven to improve people's lives and health. We aspire to live our core values of "Ambition", "Highest standards" and "Trust" every day. This involves the unequivocal commitment of all employees and business partners to a conduct rooted in the principles of ethics, integrity, and transparency. Our behavior is governed by strict adherence to our ethical code, respect for the environment, colleagues and stakeholders as well as compliance with applicable laws and regulations. In Tecan we are aware of the responsibility we carry as corporate citizens. Our commitment is reflected in our policies and regulations which are binding for all Tecan entities around the globe.

Tecan has long been committed to protecting and supporting human rights on numerous levels as a socially responsible enterprise. Conducting our business in accordance with ethical precepts and sustainable development concepts is a key aspect of our global operations. Since 2018, Tecan has been a participant in the UN Global Compact and is committed to supporting and implementing the ten fundamental principles of the UN Global compact relating to human rights, labor standards, environment, and guarding against corruption.

Key Commitments

Ethical Business Conduct:

- Tecan is committed to the highest standards of business ethics. These are set out in Tecan's Code of Conduct, which is available at <https://www.tecan.com/tecan-corporate-policies>.
- Tecan has a confidential whistle-blowing hotline operated by an independent service provider. Tecan employees and external stakeholders can raise their concerns via a dedicated webpage (<https://tecan.integrityline.org>) or through a more traditional voice-based channel. Tecan does not tolerate any retaliation or other abuse in connection to any concerns raised.
- Other channels available for Tecan employees to raise concerns are listed in the internal "Whistleblowing Policy: Reporting Fraud, Misconducts, Violations or Abuse".
- Tecan is committed to responding to all concerns raised by stakeholders through these channels.

Approach to Conflict Minerals

- Tecan has the goal of preventing human rights violations in its supply chain, including the use of conflict minerals (gold, tin, tantalum, or tungsten) that originate from sources whose profits support armed groups and human rights abuses.
- Tecan's approach to conflict minerals is described in Tecan's Product Environmental Compliance policy statement on Tecan.com, at: <https://www.tecan.com/our-commitment-to-quality> ("Company Policy Statement").

Supplier Code of Conduct:

- All Tecan suppliers have to comply with our rules regarding labor rights, environmental protection and business ethics. Our stance is inspired by the Ten Principles of the UN Global Compact initiative, which enjoy universal consensus (www.unglobalcompact.org).



- The Tecan Supplier Code of Conduct outlines the expectation that our business partners uphold the same ethical standards described in the Tecan Code of Conduct.
- We will not knowingly conduct business with suppliers who do not comply with our ethical standards. All Tecan's new suppliers and key existing suppliers are expected to sign Tecan's Supplier Code of Conduct, available at <https://www.tecan.com/tecan-corporate-policies>.
- Tecan gains insight into supplier practices and will work with suppliers to strengthen their practices if necessary, through Tecan's Responsible Sourcing program.

Elimination of Child Labor and Forced Labor:

- Tecan is committed to adhere to the four basic principles of the International Labor Organization (ILO): freedom of association and the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation. Furthermore, our approach is shaped by the principles of the UN Global Compact.
- In Tecan any form of forced and coercive labor is strictly prohibited. We comply with all applicable laws and agreements on working hours and paid time-off.
- Tecan refrains from any form of child labor.
- Tecan is committed to not enter into any business relationship with suppliers, contractors or business partners who engage in forced, slave or child labor and we will not condone such misbehaviors if we are learn about them subsequently.

Diversity and Inclusion:

- Tecan is committed to the principles of equal opportunity and acknowledges the value of diversity.
- We embrace the principles of gender equality and non-discrimination and refer to such principles for all hiring and career development decisions. We ensure compliance with all national laws and hiring rules at this purpose.
- We are committed to equal opportunities regardless of education, race, color, age, gender, gender identity, language, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, trade union membership or marital or family status. Individual success shall solely depend on personal ability and contribution.

Fair Wages and Working Hours:

- Tecan is committed to offering fair compensation and benefits while also adhering to all applicable legislation concerning minimum wages, overtime hours, and mandated benefits.

Environmental Management, Health and Safety

- Tecan sites comply with all applicable local health and safety laws and standards. Tecan's Environment, Health and Safety policy is found at: <https://www.tecan.com/tecan-corporate-policies>
- Tecan offers safe products and provides a safe and healthy workplace for all its people worldwide.
- Tecan is committed to conducting its business in a sustainable and environmentally responsible manner. Tecan affirms this commitment in the Product Environmental Compliance Policy found at: <https://www.tecan.com/our-commitment-to-quality> ("Company Policy Statement").
- As set out in the Code of Conduct, Tecan requires all employees to:
 - Understand how business activities may affect the environment
 - Seek to continually improve and reduce the environmental impact of business activities
 - Actively participate in energy-saving and waste reduction programs.
- Tecan supports employees in meeting these requirements via the provision of information and resources on Tecan's intranet, and a dedicated sustainability resource at: sustainability@tecan.com.



- In addition, Tecan commits to measuring its total greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG) at least annually.
- In order to honor the commitments made via the Science Based Targets initiative, Tecan commits to recalculating its base year carbon footprint if required, following triggers such as changes in the company structure, identification of material errors in the GHG accounting, or changes in activity data, calculation methods, system boundaries, or improvements in the accuracy of the emission factors.

Freedom of Association:

- Tecan is devoted to open and productive dialogue with employees and with their representatives. We always uphold the right to freedom of association.

Protection of Privacy:

- Tecan is committed to handling personal information in compliance with the provisions of the Swiss “Data Protection Act” (DPA) and the EU “General Data Protection Regulation” (GDPR). We constantly monitor the changes in these regulations and update our approach accordingly.
- Tecan’s Corporate Privacy Policy is available on our Privacy webpage (<https://www.tecan.com/terms-of-use-privacy-and-cookies-policy>).

