



BIOPORTO CODE OF CONDUCT

BioPorto A/S and BioPorto Diagnostics A/S

SUPPLY CHAIN

BioPorto's suppliers 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. We therefore expect our suppliers not only to comply with the Code of Conduct for BioPorto's suppliers in their own organization, but also to ensure in turn that their subcontractors adhere to the international standards summarized in the Code of Conduct for BioPorto's suppliers.

BioPorto reserves the right to verify a supplier's compliance with this Code of Conduct.

LEGAL COMPLIANCE

BioPorto considers legal compliance to be one of our primary duties. As part of our corporate responsibility, we also expect this from our suppliers and suppliers must commit themselves hereto.

PROHIBITION OF CORRUPTION AND BRIBERY

BioPorto works against all forms of corruption and no contraventions will be tolerated. BioPorto complies with Danish law on criminal offenses, which regulates this. Employees of BioPorto must not receive gifts, prejudicial discounts, payments, fees, loans, entertainment, favours or services from suppliers or external companies which may influence or give the appearance of influencing purchasing decisions. No employee shall do business on behalf of BioPorto with a close relative or own any financial interest in a supplier's business where the BioPorto employee has the ability to impact the supplier's relationship with BioPorto.

BioPorto expects our suppliers not to tolerate any form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for influencing decision making in violation of law.

FAIR COMPETITION, ANTI-TRUST 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. Employees of BioPorto must act in compliance with antitrust laws and expects its contractual partners to do the same. BioPorto's employees 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.

CONFLICTS OF INTEREST

BioPorto's employees must act in the best interest of BioPorto. Accordingly, employees should have no relationship, financial or otherwise, with anyone that conflicts, or appears to conflict, with the employees' obligation to act in the best interest of BioPorto. Employees must avoid all conflicts of interest that may adversely influence business relationships. This shall also apply to the employees of a supplier.

RESPECT FOR THE BASIC HUMAN RIGHTS OF EMPLOYEES

BioPorto respects the basic human rights of 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), the UN Global Compact Initiative and Danish Labour legislation.

BioPorto expects its 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 a supplier must e.g.: (1) respect the personal dignity, privacy and rights of each employee and (2) comply with the maximum number of working hours laid down in the applicable laws.

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 suppliers to only employ workers with a minimum age of 15.

HEALTH AND SAFETY OF EMPLOYEES

BioPorto is following national Labour legislation with regards to minimum requirements for health and safety of BioPorto's employees. BioPorto has established a safety/work environment organization, which reviews, instructs and measures according to the criteria in the Danish Labour legislation.

We expect our suppliers to be compliant and follow national Labour legislation with regards to the health and safety of their employees and control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.

ENVIRONMENTAL PROTECTION

The objective of environmental protection is to improve the market opportunities for our products and the esteem in which our customers and the public hold us, 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 suppliers.

BioPorto will act in accordance with the applicable statutory and international standards regarding environmental protection and we expect our suppliers to do the same.

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 our suppliers to do the same.

ANIMAL WELFARE

BioPorto respects animal welfare. BioPorto expects suppliers to respect animal welfare and comply with national 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 BioPorto's suppliers are expected to comply with any national legislation in their country.

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