BioMarker Solutions Group



Responsible Sourcing Policy

Commitment by the Management

BioMarker Solutions Group is committed to procuring products and services that ensure that materials are legally sourced, are certified to credible certification standards and/or are from post-consumer recycled materials. As a cornerstone of that commitment, we will pursue a Responsible Sourcing Programme to promote the use and marketing of legal and environmentally responsible products and services where possible.

Legality

We are committed to sourcing materials and services that have been produced, processed, and traded in compliance with applicable legislation in their country of origin, as well as along the entire supply chain.

This includes but is not limited to items concerning:

- 1. Legal rights
- 2. Taxation
- 3. Bribery and Corruption
- 4. Third parties' rights
- 5. Trade and transport
- 6. and other activities for which we raise concerns as indicated in our Code of Conduct (SOP601v1)

Additionally, we are committed to taking all measures to avoid materials and services obtained from the following sources:

- Countries with specific sanctions imposed by the UN Security Council or the EU Council;
- Countries or areas with prevalence of armed conflicts, for which there may be a concern. The term 'may be a concern' relates to any parties engaged in armed conflicts resulting in serious violations of human rights, violations of international humanitarian law or violations amounting to crimes under international law.

Supply chain management and information

We will ensure that information about suppliers and sources of material is collected and evaluated to enable effective risk assessment.

Risk assessment and mitigation

We will carry out risk assessment of all suppliers to evaluate the risk that the material or products being sourced originate from an illegal source or have been illegally traded. In case risks are identified and cannot be classified as negligible we will carry out appropriate risk mitigating actions to avoid any potential risk.

Monitoring and verification

We will carry out applicable monitoring of internal systems and procedures. As necessary and applicable, access will also be made for external audits, to allow verification that the relevant systems are in place and implemented as required.

Environmental responsibility

We are committed to promoting responsible stewardship toward the environment and its natural resources. We are committed to reducing the impact on the environment caused by our own activities or those activities carried out by our suppliers and sub-suppliers.

Continuous improvement

We hereby commit to continuously improve the sustainability level of our sourcing by favouring stricter and more credible certification and verification standards and sourcing requirements, and by avoiding sourcing from unknown or unsustainable sources.

Social responsibility

We are committed to avoid engaging in or benefitting from controversial business practices, such as, but not limited to:

- Any form of forced labour, including bonded labor, forced prison labor, slavery, servitude, or human trafficking.
- The use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.
- Discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation,

health status, family responsibilities, age, and disability or other distinguishing characteristics.

 Unsafe or unhealthy working environments, including, but not limited to, risk from fire, noise, accidents and toxic substances. Adequate health and safety policies and procedures must be established and followed by all companies in our supply chains.

If we become aware that any of these issues are relevant in our organisation or any of our suppliers, we are committed to taking relevant steps to mitigate any such situation.

These items are considered further in our Code of Conduct.

Review and adaptation of this policy

We will ensure that this policy, and related documents, are periodically reviewed and appropriately revised.

Communications and stakeholders

This policy shall be available publicly and will be communicated to suppliers and interested parties.