



**SYNLAB AG**

Code in Conduct of Supplier



## Code in Conduct of Supplier SYNLAB AG

### I. Supplier Code of Conduct Statement

A SYNLAB AG it is committed in to secure what O our work improvement The life of the ours patients, SYNLAB Associates and the communities in which we operate. We are dedicated to to supply access The care in health in high quality, what It is The base from the our company It is oneof our main strategies for to have impact at life of people.

We promote a culture that values diversity and inclusion, gender equality and work worthy It is inclusive for all. We are committed in defend you rights humansIt is The legislation labor local applicable, in to do business with you more elevated standards in ethic and integrity and to provide safe and healthy working conditions for our Associates. SYNLAB has the great aspiration to effectively measure and manage its environmental impact, to reduce it in all our operations and to train our Associates to find new ways to make our diagnostic services more sustainable.

SYNLAB expects that any third parties who are in a direct and contractual relationshipthat develop business with SYNLAB, that provide products and/or services to SYNLAB ("supplier") or who perform work on behalf of SYNLAB ("subcontractors") adopt an approach as diligent in social and environmental matters as in business ethics and integrity.

The SYNLAB Supplier Code of Conduct formalizes SYNLAB's expectations in sense of a responsible and sustainable approach to business conduct. It is expected thatdirect contractual partners read, recognize and respect the established principles this Supplier Code of Conduct and transmit them to their contractual partners in the their supply chains. One of SYNLAB's primary commitments is to work just with partners whose standards be coherent with you ours own Principles.

## II. goal

This Supplier Code of Conduct expresses SYNLAB's beliefs and values in responsible and sustainable management of the supply chain. This Code of Conduct of Supplier represents one commitment Of course in relationship to the greeting of laws It is regulations applicable, good as of standards international in matter in ethic business, human rights and labor law, health and safety at work and management environmental It is sustainability.

This Supplier Code of Conduct will serve as guidance for our suppliers and subcontractors at adoption in one approach diligent to the level of activities It is of commercial operations. On the following pages, our suppliers and subcontractors can consult SYNLAB's principles for responsible business conduct, which must to be applied in the our supply chains supply.

This SYNLAB Supplier Code of Conduct references our code of Conduct SYNLAB applicable The SYNLAB It is companies associated.

## III. The Permanent Supplier Code

SYNLAB is strongly committed to conducting our business honestly and integrity, at the full respect of laws It is regulations of the systems legal applicable. ("Law", "Legislation", "Law"). The Supplier Code of Conduct is based on principles of integrity, honesty, credibility It is responsibility. He has per goal to integrate to the provisions of law, complement them It is complete them.

O Code in Conduct of Supplier no constitutes one substitute It is no replaces to the provisions from the Law. In case in conflict in between to the provisions applicable from the law It is to the instructions of Code, to theprovisions of the law prevail. This Supplier Code of Conduct is a supplement to any contract between SYNLAB and its suppliers and, if there are more requirements strict of what these what they are defined at the gift Code in Conduct of Supplier, you terms of contract awake replace us.

## IV. Fundamental Principles of Business Conduct

SYNLAB expects our suppliers and subcontractors to conduct business in accordance with the following Principles:

### **ETHIC**

Conduct Cool It is ethic

SYNLAB expects our suppliers and subcontractors to operate in accordance with the laws applicable, on one context commercial International, covers so much to the laws of respective country as those of any other country concerned, including those relating to the responsible management of supply chain. Suppliers and subcontractors are expected to avoid any violations of laws and open an investigation whenever there is evidence of a violation. Furthermore, we expect our contractual partners to operate in accordance with the our Code in Conduct of Supplier.

Respect mutual, honesty It is integrity

SYNLAB expects our suppliers and subcontractors to respect the dignity guys It is you rights It is The diversity of individual, condemn any form in discrimination, harassment (including sexual) and insulting or aggressive behavior in accordance with the International Labor Organization (ILO) Convention on Discrimination in Matter in Job It is Profession (Convention no. 111). We are convinced in what one culture business of fair treatment, mutual respect and trust in which all individuals receive the same treatment, regardless of nationality, cultural origin, religion, ethnic origin, gender and identity in gender, disability, status civil, state parental, guidance sexual or age, constitutes The base in all The conduct business.

Mechanism in Complaint



A SYNLAB wait what you ours suppliers It is subcontractors create one channel in communication what allow to the workers report complaints It is to do observations of any type, anonymously without fear of retaliation or other consequences personal.

#### Anti-corruption and bribery

SYNLAB expects our suppliers and subcontractors to respect the law and adopt a zero tolerance policy on corruption and bribery and have established systems suitable in management from the conformity for to prevent It is detect such cases.

#### Legislation about Competition

SYNLAB expects our suppliers to operate in accordance with the law of applicable competition, in order to guarantee free and fair competition. Suppliers do not must participate in activities that constitute collusion between competitors on price and services provision; enter into agreements with suppliers who restrict or prevent the competition nor to participate in activities what constitute abuse in position dominant.

#### Sanctions economic

Sanctions prohibit or restrict financial and commercial transactions with people, entities, governments It is countries targeted. The laws in control of exports prohibit to the unauthorized or unlicensed exports, transfers and sales of certain products specific, technologies It is data technical The determined countries, companies It is private individuals, good such as (in some cases) re-exports from one third country to another. SYNLAB waits that our suppliers comply with all applicable legal requirements regarding economic sanctions It is control of exports.

#### Property intellectual It is rights in author in the 3rd

SYNLAB expects our suppliers and subcontractors to protect property intellectual property and confidential information provided to them in the course of business. Expected what you suppliers It is subcontractors respect you agreements contractual associates



and establish systems that guarantee the security of intellectual property data. You Suppliers and subcontractors must never use copyrighted materials or data. copyrighted or otherwise protected unless expressly authorized to do so. AND The copying, distribution and sale of information, software and other rights is strictly prohibited in property intellectual of SYNLAB.

#### Protection in data personal

A SYNLAB wait what ours suppliers It is subcontractors respect It is protect The privacy of the employees It is in others The who have access, fulfilling to the laws in protection applicable to the processing of personal information about employees, partnerscommercials, sick, professionals in health, consumers It is others. Expected what you suppliers and subcontractors have in systems that guarantee The security and The protection of the data personal.

### **PRACTICES IN WORK JUST AND RIGHTS HUMANS**

#### Work children's It is Workers Young people

A SYNLAB no tolerate none form in exploration of practices work children's at oursupply chain. Contractual partners must avoid any form of labor children's in the your operations, in conformity with to the Conventions from the Organization International Labor Organization (ILO) on the Worst Forms of Child Labor (Convention no. 182) It is about The Age Minimum in Job (Convention no. 138).

Under reserve from the legislation applicable, to the children with age bottom The 18 years they can to participate,

P. e.g., in summer work, in industrial internships, in vocational training or in internships, and only in non-hazardous work, as defined in Convention No. 182 of the ILO It is in conformity with The legislation local applicable, and under supervision in management.

#### Free choice in Job

A SYNLAB no tolerate any shapes modern in slavery It is in traffic in beings



human rights, namely forced labor, slave labor or involuntary labor, in operations of the ours partners contractual, in conformity with The Convention from the International Labor Organization (ILO) on forced labor (Convention No. 29) and its associated Protocol P029, dated 2014, to the Convention on o Forced Labor.

#### Freedom Union It is Straight to Collective Bargaining

SYNLAB suppliers and subcontractors must respect the right to freedom of association It is O right the deal collective, in conformity with The Organization Convention International of Work (ILO) about O Right in Organization It is Negotiation Collective (Convention no. 98). You suppliers It is subcontractors from the SYNLAB must to respect you rightsof workers to free association, to the formation and membership of unions (unionization), to search in representation, The meeting in committees from the company It is The practice in negotiation collective. You workers no must to be harmed per act as representatives of the workers. Expected what you partners contractual from the SYNLAB if compromise The to establish one dialogue constructive with these representatives.

#### Conditions in work

Expected what you suppliers It is subcontractors from the SYNLAB provide to the workers conditions in work worthy, in accordance with The legislation labor applicable The level local. By "decent working conditions" we must understand working conditions that guarantee security Social, at the sense in for the any less one compensation salary minimum, but recommended what The compensation It is to the installments provide one level in life adequate. O time in work, to the pauses It is you periods in rest must to be adopted in compliance with local legislation and/or ILO conventions, whichever is applicablemore strict. You workers he has right The one treatment human. To the policies It is procedures disciplinary must to be clearly defined It is press releases to the workers. No worker may be threatened in any way/subject to severe treatment and inhumane punishment, corporal punishment, physical or mental coercion, verbal or sexual abuse or harassment. You workers no they can to be subjects The any form in discrimination in reason from the race, color, age, sex, sexual orientation, gender identity and expression, ethnicity or origin nationality, disability, pregnancy, religion, political affiliation, trade union membership or marital status in hiring, occupation It is job.



## QUALITY, HEALTH, SAFETY AND ENVIRONMENT

Supply in assets It is services in high quality

SYNLAB's suppliers and subcontractors are expected to provide goods and services of high quality, which meet SYNLAB's quality requirements and standards and are insurance for The use intended. Any questions what can to have one impact negative at quality It is security from the use in assets It is services provided must to be immediately notified to SYNLAB and mitigated by the contractual partner. Furthermore, suppliers and subcontractors must notify The SYNLAB in any changes us Law Suit in award of contracts and production that may affect the quality and safety of assets It is services.

Health and security at the Work

Expected what you suppliers It is subcontractors from the SYNLAB provide to the workers healthy and safe working conditions in accordance with local regulations applicable to health and safety at work. SYNLAB hopes that its contractual partners assess the health and safety risks of their operations and workplaces and commit to risk management, including the provision of free equipment in protection individual (PPE) to the workers, in conformity with The International Labor Organization (ILO) Convention on Health and Safety in Labor (Convention No. 155). SYNLAB encourages suppliers to go beyond requirements cool, implementing systems in management from the health It is security at the work in compliance with the standards international, case from the ISO 45001 or standards equivalents.

Management environmental

Expected what you suppliers It is subcontractors from the SYNLAB comply all you environmental regulations relevant to its operations, in the geographic regions in which it operate. They are expected to carry out regular monitoring of environmental compliance, avoid any environmental pollution harmful to human health and take measures effective against any unconformities. In addition from that, you suppliers and contractors they are





encouraged to go beyond legal requirements by implementing environmental management systems in conformity with to the standards international, if from the ISO 14001 or standards equivalentes.

#### Sustainability environmental

SYNLAB's suppliers and subcontractors are encouraged to support SYNLAB's commitment SYNLAB in contribute to the realization of the Goals of development Sustainable (SDG),namely SDG 12 Ensure sustainable consumption and production patterns and SDG 13Action Climate through from the integration of the goals It is measures associated in the your operations. SYNLAB encourages suppliers and subcontractors to strive to protect their your environments natural surroundings, at reduction of emissions in carbon of your operations daily It is at reduction of the waste It is The work in for one chain in value Circular.

#### V. Governance and Due Diligence

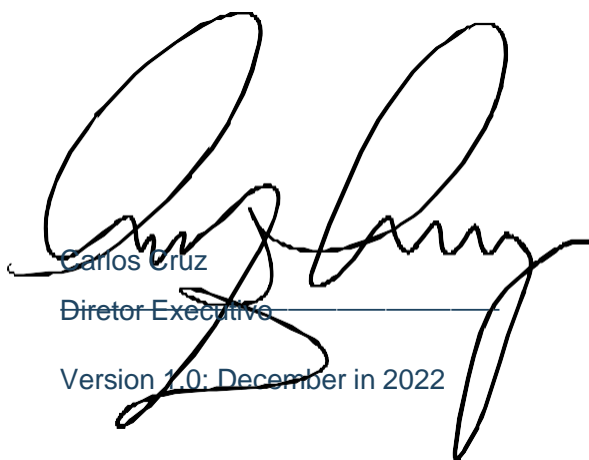
SYNLAB expects all suppliers and subcontractors to read and acknowledge this Code in Conduct of Supplier It is demonstrate one behavior responsible in conformity with to the provisions established in this Code in Conduct of Supplier, with O goal Final in to prevent any scratches It is mitigate any impacts negatives associates to the chains in supply from the SYNLAB. A SYNLAB wait what you suppliers It is subcontractors adopt you Principles in conduct commercial responsible defined in this Code of Supplier Conduct in its own policies and procedures. SYNLAB encourages you suppliers and subcontractors The improve continuously yours approach in matterresponsible and sustainable conduct of companies, within the scope of their own operations It is at the scope of your chains in supply. A SYNLAB he can audit or to assess suppliers and subcontractors regarding the consistent application of this Code of Conduct Supplier. Ever what exist reasons for concern, we will take to the measures suitable at the what if refers The our relationship with any partners contractual.

In the sense assumed at SYNLAB, good corporate citizenship takes the form of a responsibility what overtake you walls own company It is contributes for one impact positive at society. A This one respect, we appeal to the ours suppliers and subcontractors for what cooperate at identification of the scratches social It is environmental It is of the impacts in the our chains

extended supply lines. SYNLAB requests our suppliers and subcontractors that support us in stakeholder engagement and concerted action through associations and initiatives of sector, to improve jointly the conditions social and environmental issues in our chains in supply.

## VI. Supplier Complaints Procedure

Whenever you have a concern regarding something that may not be in compliance with this Supplier Code of Conduct or with solidly suspected violations of applicable laws It is regulations applicable, he must manifest. We recommend what notify The SYNLAB aboutany concerns, observations and questions associated with this Code of Conduct Supplier through the Supplier Complaint Procedure notification system Supplier from the SYNLAB.



Carlos Cruz  
Diretor Executivo

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