



Group Code of Ethics

Introduction

Eurofins' mission, vision and values set out the conditions for our long-term success and are a core part of the way we expect employees of Eurofins group companies to conduct themselves. They include a section on integrity that underlines our commitment to ethical behaviour and professionalism. Eurofins is committed to conducting business in a responsible and ethical way. The code below highlights many aspects of good business conduct. It is not intended to be limited to these areas, but serves as a guideline for all business activities. The Board of Eurofins recommends that all companies of the Group adopt formal policies and/or recommendations in line with the objectives of this document taking into account local legislation and appropriate business practices.

More generally Eurofins expects its leaders to (i) follow all legal obligations applicable in the country/company they are active in, (ii) behave in accordance with the principles laid out, (iii) ensure that these are adhered to by all employees in their area of responsibility and (iv) behave in accordance with the Eurofins "Leadership Charter".

Employees

We will strive to ensure that the relationships with and between our employees are respectful, honest, safe and professional. Our business and all our employees should respect the different cultures, traditions, laws, and employment practices of the communities we do business in. We will share common goals in this matter and will be committed to good corporate values and ethical behaviour. We will strive to recognise achievement and to create equal opportunities for all employees at all levels of our businesses. In dealing with our employees we will act in compliance with national regulatory requirements and our obligations under the relevant national/international laws.

ILO Declaration on Fundamental Principles and Rights at Work

We support the four fundamental principles contained within the International Labour Organisation (ILO) Declaration. In accordance with local legislation and practice, we will respect freedom of association, the right to collective bargaining, employment will be freely chosen, all child labour laws will be adhered to and we will not discriminate on the basis of gender, colour, ethnicity, culture, religion, sexual orientation, or disability.

Equal Opportunity

We value all of our employees, for their contribution to our business. Their opportunities for advancement will be equal, and not influenced by considerations other than their performance and aptitude. Employees will be provided with the opportunity to develop their potential and, where appropriate, to develop their careers further within our group of companies.

Safety

Safety will be a natural priority and a core element of all of our activities. We will strive to construct and maintain world-class safety systems across all of our operations. We will strive to ensure that our laboratories and offices are comprehensively evaluated and meet every applicable legal and regulatory requirement.

Occupational Health

We will, as a natural priority, strive to protect the physical health of all of our employees and contractors while they are in the workplace. We will, in particular, strive to meet the challenges presented to our employees and the wider communities in which they live.

Environment

We will strive to meet the challenges presented by environmental impact. Wherever possible we will prevent, or otherwise minimise, mitigate and remediate, harmful effects of our operations on the environment. We will promote, encourage and prioritise re-use and re-cycling methods throughout our business.

Sustainable Business

We will strive to contribute positively to global sustainability through the operations of our business and the conduct of our relationships with all of our stakeholders.

Communities

We will always strive to ensure that our relationships with our neighbours and local communities are conducted sensitively and with mutual respect. These relationships will use active and enduring partnerships as a central and fundamental element. We will aim to promote the sharing of the economic value created by our activities, through the conduct of our community relationships.

Universal Declaration of Human Rights

We will support human rights consistent with the stipulations contained within the Universal Declaration of Human Rights, and we remain committed to upholding these principles through the conduct of our activities throughout the world.

We will endeavour to ensure that these commitments extend to all of our supply chains, and will work with our suppliers and customers to ensure that they are part of our contractual requirements.

Political Involvement

Eurofins will not (directly or indirectly) participate in party politics, nor will we provide financial support to political parties or politicians.

Customers

We regard mutual trust and confidence between our company and our customers as very important. We require our employees to strive consistently to deliver high levels of service, surpassing customer expectations, and meeting their changing requirements.

Suppliers

We will ensure that all of our suppliers are treated fairly and responsibly, in accordance with our agreed terms of trade. All potential suppliers will have a reasonable opportunity to win business with us. We will encourage our suppliers to conduct their activities in accordance with our own policies.

Competition and intellectual property

Eurofins will always aim to compete vigorously with our competitors, but in a fair and ethical way. We will strive to ensure that our success is built upon providing product and service excellence. When in contact with our competitors, our employees will be required to avoid disclosing confidential information. We will not make improper attempts to acquire competitor trade secrets or other confidential information. Employees will not discuss pricing strategies, nor undertake any arrangements or practices that may conflict with the laws applicable to the conduct of our business.

Eurofins respects the intellectual property rights of third parties. Inappropriate use of others' intellectual property may expose Eurofins and its employees to criminal and civil fines and penalties. Every employee should therefore seek appropriate legal advice before he solicits, accepts or uses proprietary information from others or let others use or have

access to Eurofins' proprietary information. The appropriate licenses should be acquired if developing a product that uses intellectual property not belonging to Eurofins.

Conflict of interest

It is the responsibility of every employee to avoid conflict between his or her personal interests and the interests of Eurofins as any situation that could appear to present the potential or risk of a conflict of interest even if such conflict of interest does not actually arise. A conflict of interest exists any time an employee permits the prospect of personal gain to improperly influence the manner in which he or she conducts business. In other words, an employee must be free of interest that could adversely influence his judgement, objectivity or loyalty to Eurofins. Examples may include: outside employment included but not limited to self-employment, consulting activities that are compensated or any kind of relationship with a competitor of Eurofins; referral of Eurofins business to a firm where the employee or the employee's family has an interest. In any event the employee should not be involved in any way with approving, managing or influencing Eurofins' business relationship with that firm; receiving personal discounts or other benefits from suppliers, service providers or customers, etc.

Contract negotiations

Prior to, during and following negotiation of contracts with customers, suppliers or service providers, we prohibit any employee from negatively influencing the contents of a contract with the company for the personal gain of the employee or his/her immediate family. In the case of supplier or service provider contracts, all employees authorised to enter into an agreement must obtain the requisite number of bids to ensure the best possible quality and quantity of service for the most reasonable price. Where a conflict of interest might exist or appear to exist the employee must disclose the conflict or potential conflict in writing to the President or Managing Director of the company he works for, and, where appropriate, ask that the contract be handled by an alternative employee.

Respect of confidentiality

All Eurofins employees or contractors should formally respect all confidentiality agreements Eurofins is party to. They should never access, read, open, keep, use, disclose or forward any data, application or document – whether physical or electronic - coming from any client, third party or competitor, unless these pieces of information are either public, specifically protected by a confidentiality agreement they are adhering to or have been provided by or legally obtained from a client, competitor or the third party concerned with the intention that it be accessed, read, opened kept or used by the Eurofins employee or contractor concerned and then only for the intended purpose. Eurofins employees are expected to ensure immediate destruction or return to its legitimate owner of any unauthorized physical and electronic piece of information before they have even been read or opened.

Bribery and Corruption

We are resolutely opposed to bribery and corruption in whatever forms it may take. Our company prescribes that gifts or entertainment may only be offered to a third party, if they are consistent with usual business practice in the relevant territory, are modest in value, and cannot be interpreted as a form of inducement.

It is our policy that sales of the company's products or services, and purchases and services from suppliers, are made solely on the basis of price, quality, performance, value, and for the benefit of our company. Sales or purchases should never be made as the result of giving or receiving inducement in the form of gifts, money, or entertainment from third parties, or favours in any other form.

Employees should not accept gifts, money, or entertainment from third party organisations or individuals. In all cases any gift or entertainment received that could not be politely turned down or returned, should be declared in writing to the President or Managing Director of the company the employee works for and, if practical, donated to an appropriate charity.

Whistleblowing

Eurofins' whistleblowing policy makes provision for its staff to raise concerns about serious malpractice within Eurofins and to do so with the knowledge that their action will be viewed positively and that they will be protected from victimization.

Actual or suspected criminal offences, failure to comply with legal obligations, serious health and safety risks, damage to the environment, financial and procedural irregularity, deliberate suppression or concealment of any of these should be reported.

A serious concern should normally be reported to the relevant Head of Department or the Managing Director of the company, or in the case of suspected theft or fraud to the Group Internal Auditor. Where this is not felt to be appropriate, a report may be made orally or in writing to a member of the Group Executive Committee.

The recipient of the complaint in conjunction with one other senior colleague will undertake or commission whatever preliminary investigations and consultations are necessary to establish whether or not a further and formal enquiry should be instigated.

If it is decided not to establish a formal enquiry, the complainant shall be informed in writing with reasons within 20 working days of receipt of the complaint.

Where requested, the identity of the whistleblower will be protected. There may be circumstances, however, where it will not be possible to proceed without revealing the whistleblower's identity, for example if the whistleblower's evidence is needed at a disciplinary or court hearing. Should this be the case, the matter will be discussed with the whistleblower at the earliest opportunity.

With respect to the complaint the employee will exercise due care to ensure that his information is accurate and correct. If an employee makes malicious allegations, disciplinary sanctions may follow.

On behalf of Eurofins Group Executive Committee
Dr. Gilles Martin
Chief Executive Officer