

Aidian Third-Party Code of Conduct

Aidian as a Company

Aidian is a Finnish In vitro Diagnostic (IVD) company specialised in diagnostic tests and point-of-care test systems. Aidian develops, manufactures and markets diagnostic tests and test systems mainly for laboratories in hospitals, health care centres and clinics, as well as for doctors' offices.

Aidian is a participant in the United Nation's Global Compact and committed to sustainability in all its operations. Aidian has established company standard through the Aidian internal Code of Conduct, which include ethical business practices, labour, health and safety, environment, and related management systems. The Aidian Code of Conduct applies to entire Aidian personnel.

The purpose of these principles

As Aidian is committed to high standards through the Aidian Code of Conduct, we expect the same from our Third Parties that supply goods and services for us. Third Parties refers to suppliers of products and services, but also to Aidian's distributors, wholesalers, licensors, licensees, and partners. All Aidian's Third Parties are obligated to implement these principles across their entire business involved in the manufacturing of goods or services for Aidian. Third Party should show continued effort in improving its performance with this Third-Party Code of Conduct.

To demonstrate compliance with these principles and applicable regulations, Aidian reserves the right to conduct (upon the giving of reasonable notice), or have conducted on its behalf, supplier evaluations to inspect the compliance. Third Party shall maintain documentation necessary to demonstrate compliance with these expectations and applicable regulations.

If you have any questions, please do not hesitate to contact us at Aidian.

Regulatory compliance

Aidian's presumes that its Third Party must, at a minimum, operate in full compliance with all applicable laws, rules and regulations in the countries in which they operate including but not limited to the legal business practices. Third Party will also comply with the anti-corruption laws of: a) The United States of America (i.e., the Foreign Corrupt Practices Act of 1977); b) The United Kingdom (Bribery Act 2010); and c) they country/countries in which it is located. Aidian's requirements may exceed the requirements set out in local legislation.

Ethical business practices

Third Party shall conduct its business ethically and act with integrity. Third Party shall commit to and respect the principles and values of the United Nations Universal Declaration of Human Rights.

Business integrity and Fair Competition

The highest standard of integrity is expected in all business interactions. All forms of bribery, corruption, extortion, and embezzlement are prohibited. Third Party shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Third Party shall conduct business in full compliance with the applicable competition laws that govern the jurisdictions in which it operates.

Trade Sanctions

Third party shall ensure its compliance with all applicable import and export control laws and regulations, including but not limited to international trade sanctions issued by the UN, EU, UK, or US authorities.

Third party shall inform Aidian without undue delay of any 1) non-compliance with international trade sanctions or restrictions, 2) sanctions compliance investigations that Third Party becomes subject to, and 3) export controls or license requirements applicable to the products, software, or technology that Third Party supplies to Aidian. Third Party shall provide Aidian upon request with information about the manufacturing location of the products it supplies to Aidian together with proof of origin.

Identification of Concerns

Third Party employees shall be encouraged to report concerns or illegal activities in the workplace without threat of retaliation, intimidation, or harassment through employer's whistleblower or such notification channel. Third Party shall investigate such reports ensuring anonymity and confidentiality as well as independency of the investigation team and take corrective action if needed.

Privacy

Third Party shall ensure that the privacy concerning Aidian, employees, and patients are protected according to the applicable laws.

Labour

Open communication and direct engagement with the employees to resolve workplace and compensation issues is encouraged. Third Party shall comply with the human rights of employees and treat them with dignity and respect. In the event of reductions to the work force, Third Party shall take measures to ensure employees are treated with fairness and respect.

Third Party shall commit to the principles of International Labour Organization (ILO) Conventions. Third party shall engage in collective bargaining, as a minimum, in those countries where it is customary practice within the legal framework and supported by its employees. Third party shall respect the rights of employees, for example to associate freely, join or not to join labour unions, seek representation, join workers' councils, and bargain collectively as set forth in local laws.

Freely Chosen Labour

Third Party shall not employ or use forced labour in any form including but not limited to bonded, trafficked, or non-voluntary labour, nor any exploitative practices in employment. Staff are not required to lodge papers or deposits on the beginning or at any stage of employment.

Minimum wage

Third Party shall pay its employees at least the applicable minimum wages and other mandatory compensations and benefits, as defined by law in the country of operation.

Working hours

Third party shall ensure that employees are not forced to work more hours than the maximum working hours, as defined by law and collective bargaining agreements in the country of operation.

Child Labour and Young Employees

Third Party shall not, under any condition, employ children who are below the minimum working age as defined by law in the country of operation. Employees under the age of 18 can be employed only in non-hazardous work and providing that the employees meet the local legal working age or the age for completing compulsory education at work.

Fair Treatment and Non-Discrimination

Third Party shall provide a workplace free of harsh or inhumane treatment, sexual harassment, sexual abuse, physical punishment, mental or physical coercion, verbal abuse, or any threat of such treatment.

Third Party shall provide a workplace free of harassment and discrimination. Discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, marital status, or any other discriminating factor is prohibited. This shall be valid for recruitment, development, and promotion.

Health and Safety

Third Party shall provide a safe and healthy working environment presenting no immediate risks, including in any company provided living quarters, for all employees. Appropriate health and safety information, training, and equipment shall be provided to the employees.

Third Party shall fully comply with all applicable safety and health laws and regulations, for example in the following areas: occupational safety, emergency preparedness, occupational illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food, and housing.

Employee Protection

Third Party will ensure that the following risks are managed appropriately, and Third Party and relevant staff have appropriate knowledge of risk and how to control them in the workplace and in any Third Party provided living quarters.

- Fire/explosion/security
- Natural hazards such as earthquakes and hurricanes
- Exposure to physical hazards e.g. repeated musculoskeletal activity, noise, moving machinery
- Exposure to chemical/biological hazards

If and to the extent applicable, Third Party will ensure compliance with relevant EHS licenses and approvals for Facilities.

Significant health and/or safety incidents occurred at Facilities shall be reported to Aidian.

Environment

Third Party should support a precautionary approach to environmental challenges. Third Party should review its resource consumption and implement measures to improve in this area. Third Party shall operate in an environmentally responsible and efficient manner to minimize undesirable impacts on the environment. Third Party shall take actions to promote greater environmental responsibility and environmentally friendly technologies in the development of services and products.

Significant environmental incidents occurred at Facilities shall be reported to Aidian.

Environmental Authorizations

Third Party shall comply with all applicable environmental laws and regulations. All required environmental permits, licenses, information, and registrations shall be obtained, and their operational and reporting requirements followed.

Waste and Emissions

Third Party's emissions to air and discharges to water must comply with regulatory requirements and existing permits.

Third Party should strive to minimize the waste and emissions and reduce the use of energy and water where reasonable and pay attention to efficient use of materials and lifecycle impacts of their products and services. Third Parties must ensure that harmful soil changes, water and air pollution, noise emissions and excessive water consumption as well as unsustainable use of resources are avoided as far as possible.

Third Party shall have operational systems in place to ensure the safe handling/movement/storage/recycling/reuse and management of waste, emissions and discharges. Any waste, wastewater, or emission with the potential adverse impact on human or environmental health shall be appropriately managed, controlled, and treated prior to release into the environment. Third Party shall be aware of its material impacts to the environment and monitor the impacts at an appropriate level.

Spills and Releases

Third Party shall have operational systems in place to prevent and mitigate accidental spills and releases to the environment. If hazardous waste is generated, procedures must be in place to ensure compliance with applicable national regulations.

Genetically modified organisms

If Third Party is handling or producing genetically modified organisms (GMOs), the appropriate policies and procedures need to be in place for managing the associated risks.

Right to Request Information on Sustainability Performance and Cap for Information Requests

Aidian may request information from the Third Party regarding relevant environmental, social, and corporate governance ("ESG") topics. These may relate to but are not limited to, carbon footprint (scope 1-2-3), environmental impact, governance matters, social responsibility such as workers' rights and impacts in the value chain. The information may relate to the performance of the Third Party or that of the products or services provided.

The Third Party shall respond to the information requests without undue delay. These requests may be fulfilled by submitting a sustainability report prepared in accordance with the EFRAG Voluntary Sustainability (VS) standard, including its Basic and Comprehensive Modules.

The Third Party commits to continuously improving sustainability practices and policies, setting and pursuing targets aligned with the EFRAG Voluntary Sustainability (VS) standard. The parties shall collaborate to explore innovative solutions and adopt best practices in sustainability management.