

Measurlabs - Supplier Code of Conduct

Purpose

Measurlabs is committed to ethical and responsible business conduct in all its operations. All Measurlabs' laboratory service providers and other suppliers ("Suppliers") are expected to operate with the same commitment to integrity, safety and responsible business practices. This Supplier Code of Conduct sets the minimum standards required for working with Measurlabs and applies to all its Suppliers and business partners and their employees, affiliates and subcontractors involved in delivering services.

The Supplier Code of Conduct is aligned with internationally recognized principles. Measurlabs' Suppliers and service providers are expected to commit and respect these principles, including the UN Global Compact (the Ten Principles), the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Where local industry standards are higher than applicable legal requirements, we expect Suppliers to meet the higher standards.

Legal and Ethical Standards

Suppliers comply with all applicable laws and regulations, and uphold ethical business conduct, including:

- Zero tolerance for bribery, corruption, facilitation payments, or improper influence
- No incentives, gifts, or hospitality intended to secure or retain business
- Compliance with competition and antitrust laws
- Respect for intellectual property and confidentiality obligations
- Compliance with export controls, sanctions and trade restrictions
- Accurate and transparent business and employment records

Human Rights and Working Conditions

Suppliers ensure fair and safe working conditions:

- No forced, bonded or child labour
- Fair wages, working hours and legally mandated benefits
- Non-discrimination and equal opportunity
- Respect for freedom of association
- Humane and respectful treatment of all workers

Scientific Integrity and Data Quality

Suppliers maintain the accuracy and reproducibility of scientific results:

- Compliance with ISO/IEC 17025, GLP, GCP, or other relevant standards
- Accurate, complete and unaltered data recording
- Audit trails for analyses, instruments and results
- Validated and calibrated equipment
- Immediate reporting of deviations or non-conformities
- No fabrication, falsification, manipulation, or selective reporting of data

Sample Handling

Suppliers protect the integrity of all samples:

- Documented chain-of-custody procedures
- Proper storage, labelling and environmental controls
- Prevention of cross-contamination and mix-ups
- Secure handling of sensitive or hazardous materials

Data Protection and Information Security Security

Suppliers safeguard confidential information and personal data:

- Compliance with GDPR and applicable data protection laws
- Implement and maintain appropriate technical and organisational measures to protect provided information and samples from unauthorised access, use, disclosure, alteration or destruction with secure storage, controlled access and appropriate encryption

- Immediate notification of any data breach or security incident

Health, Safety and Environment

Suppliers maintain safe laboratory environments and operate responsibly:

- Compliance with occupational health and safety regulations
- Safe handling and disposal of chemicals and biological materials
- Emergency preparedness and incident reporting
- Responsible management of emissions, waste and wastewater
- Valid environmental permits and reporting where required

Subcontracting

Subcontracting requires prior written approval from Measurlabs. Suppliers remain responsible for ensuring that subcontractors meet the same standards and comply with this Supplier Code of Conduct.

Monitoring and Corrective Actions

Suppliers support transparency and continuous improvement:

- Allowing audits, assessments and site visits
- Providing documentation upon request
- Implementing corrective actions within agreed timelines
- Reporting any breach of this Code promptly.

Updates to the Supplier Code of Conduct

This Supplier Code of Conduct is reviewed and updated as legislation, industry standards and responsible business practices evolve. The latest version is maintained on the Measurlabs website <https://measurlabs.com/documents/measurlabs-supplier-code-of-conduct.pdf>. Suppliers are responsible for staying informed and ensuring continued compliance.

Consequences of Non-Compliance

Non-compliance may result in corrective actions, suspension of work, termination of the business relationship, or other remedies permitted by law or contract. Severe violations, such as corruption, data falsification, breaches of scientific integrity or unauthorized subcontracting may result in immediate termination.

Supplier Commitment

By signing below, the Supplier confirms that they have read, understood and agree to comply with the Measurlabs Supplier Code of Conduct. The supplier also confirms that these requirements will be applied to all employees, affiliates and subcontractors involved in delivering services to Measurlabs.

Supplier name: _____

Authorized representative: _____

Title: _____

Signature: _____

Date: _____