



RESPONSIBLE PURCHASING CHARTER

STAGO Group

1. INTRODUCTION

The success and reputation for excellence of the STAGO Group (hereinafter "Stago") are based on careful compliance with the spirit and letter of all applicable laws and regulations, as well as ethical and environmental standards.

As part of its sustainable development strategy and Corporate Social Responsibility (CSR) policy, Stago is committed to promoting responsible purchasing practices throughout its supply chain. This commitment is in line with the values upheld by the group and its societal role as a major player in the field of medical diagnostics.

The purpose of this charter (hereinafter the "Charter") is to formalise the fundamental principles that we expect from our suppliers and partners, in line with our ethical, social, environmental and sustainable economic performance requirements.

2. SCOPE

This Charter applies to all purchases of goods, services and equipment, regardless of volume, geographical area or type of supplier (SMEs, multinationals, start-ups, adapted companies).

It concerns all of our group's activities: Research & Development, Production, Distribution, Sales and Services.

By entering into a contract with Stago, each supplier declares that they have read and agree to adhere to the principles set out in this Charter.

3. GUIDING PRINCIPLES

3.1 Ethics and integrity

Stago has adopted a Code of Ethics that sets out the principles adopted by Stago in terms of ethics and human rights, as outlined in the following paragraphs.

This Code of Ethics applies to all Stago employees, as well as to its contractors.

This Code of Ethics is not intended to supersede or replace any applicable national or international laws or regulations, but to set out the principles and standards that express Stago's requirements in these areas.

Our suppliers must also commit to adhering to the highest standards of professional ethics. This includes:

- Compliance with local and international laws and regulations.
- A formal prohibition on all forms of corruption, fraud, conflicts of interest and anti-competitive practices.
- The implementation of internal alert mechanisms and procedures for dealing with ethical breaches.
- By entering into a contract with Stago, each supplier declares that they have read and agree to adhere to the principles set out in its Code of Ethics, available on this web page:
<https://www.stago.com/sites/default/files/2023-02/Code-of-ethics-Stago-Group.pdf>.

3.2 Protection of the company, property and people.

Stago's commitment to excellence towards its partners, customers and users in the healthcare sector requires the highest level of trust, particularly in the quality of its products.

Faced with physical or IT threats to the various links in the supply chain, Stago expects its employees and suppliers to commit to a process of constantly striving for excellence in the protection and security of the company's property and assets, as well as its people.

The protection of assets involves, in particular, keeping the information to which the Parties have access in the course of their relationship secure and safe from theft, destruction or loss. Both Stago employees and those of its suppliers must take all appropriate precautions to protect these assets, information systems and premises and ensure the integrity and reliability of data, including in their archiving processes.

The protection of individuals concerns both workplace safety issues and the protection of their personal data and, more generally, their human rights.

- These principles are set out in the following chapters.

3.3 Human rights and working conditions

We require our suppliers to protect and promote the fundamental rights of workers within their organisation and throughout their value chain, including:

- The prohibition of forced labour, child labour, harassment and all forms of discrimination.
- The application of International Labour Organisation (ILO) standards.
- Safe, fair, equitable and dignified working conditions.
- Compliance with applicable laws and regulations concerning the sourcing of minerals from conflict zones and ensuring that they do not participate, through such sourcing, in the financing of armed groups whose activities are contrary to human rights;

Stago's suppliers are encouraged to implement a health and safety management system at work.

3.4 Development of innovative products and processes with a lower environmental impact

Suppliers must demonstrate their commitment to protecting the environment, in particular through:

- Responsible management of resources (water, energy, raw materials).
- Prevention and reduction of pollution and waste.
- Designing and supplying eco-responsible products or services throughout their life cycle.
- Transparency regarding their carbon footprint and the adoption of plans to reduce greenhouse gas emissions.
- Limiting the use of chemicals and processes that pose a risk to health and the environment.

- And the search for innovative processes and technologies with the lowest environmental impact.

3.5 Local and societal development

We encourage suppliers to contribute positively to their socio-economic environment by:

- By collaborating with local, social or solidarity-based businesses.
- By integrating vulnerable populations into the workforce (e.g. people with disabilities, social integration).
- By participating in innovative, collaborative or positive impact projects.

3.6 Intellectual Property - Data Protection - Personal Data

▪ Management of confidential information and personal data

Stago employees are required to treat business partners' information with diligence and in strict compliance with the terms of the confidentiality agreement in place with them.

For their part, suppliers and their subcontractors or partners (including consultants) involved in a Stago order must treat sensitive, confidential or personal information appropriately.

Some of this data may also be subject to medical confidentiality or business secrecy.

Suppliers have a duty to preserve and protect Stago's trade secrets and confidential information, including all physical and non-physical forms of such information.

This information must not be used for any purpose other than those agreed by the Parties and in compliance with applicable regulations.

Stago's policy on the processing of personal data, including the personal data of its suppliers' employees, is available on its website: <https://www.stago.fr/rubriques-complementaires/donnees-personnelles/>

▪ Intellectual property

Intellectual property includes information protected by trademarks, patents or copyrights, the use of which is restricted by applicable intellectual property laws and/or related commercial agreements.

As Stago undertakes to respect the intellectual property rights of its suppliers, the latter undertake to protect the intellectual property of Stago and its partners from illegal copies, counterfeits or other abuses.

3.7 Imports & Exports

National and international regulations impose restrictions and prohibitions on imports and exports, both with regard to the origin of a product or service and its destination, and failure to comply with these regulations may result in severe penalties.

For this reason, Stago requires its partners to comply with all applicable US, European and French laws and/or regulations, as well as all other applicable laws and/or regulations relating to export controls, embargoes, restrictions and economic sanctions programs, and any subsequent amendments thereto, throughout the duration of the contractual relationship, applicable to the said products, services and associated financial flows.

In this regard, the supplier guarantees that its subcontractors and suppliers, directly or indirectly involved in the manufacture or supply of all or part of a product or service for Stago, also comply with all applicable laws relating to export controls, embargoes, restrictions and economic sanctions programs mentioned above.

3.8 Dialogue and Continuous Improvement

We aim for a partnership-based relationship, founded on:

- Open, sincere and regular dialogue based on the principle of transparency.
- Continuous performance evaluation, regularly reinforced by audits.
- The joint development of improvement plans and mutual skills development.

4. GROUP COMMITMENTS

4.1 Relations with suppliers/business partners

Purchasing decisions must always be based on competitive price and quality criteria, or on the selection criteria listed in the calls for tenders. Stago expects its employees to maintain cordial relations with suppliers, consultants and other business partners.

4.2 Relations with Healthcare Professionals

Relationships between Stago and healthcare professionals may be classified as customer-supplier relationships.

These relationships are highly regulated in most countries and are subject to strict supervision by various regulatory or government bodies.

The laws and regulations governing the payment of healthcare professionals for any item of value or the provision of benefits such as gifts, meals, entertainment, fees, paid travel or subsidies are complex and vary from country to country.

Stago requires its employees to strictly comply with these laws and regulations in their business relationships with healthcare providers.

4.3 Gifts and entertainment

In order to avoid any suspicion of impropriety, Stago Employees must refrain from offering and must refuse any gifts from suppliers or business partners that could raise the slightest doubt of any influence. The conditions governing Stago's gifts and entertainment policy are set out in more detail in Stago's Code of Ethics, which suppliers are invited to refer to.

4.4 Conflicts of interest

Stago employees have a duty of loyalty to the organisation and must make business decisions in the best interests of Stago and exercise independent business judgement, free from external influences such as personal financial interests, external business relationships, external employment and family relationships. Avoiding conflicts of interest is essential to maintaining integrity and honesty in the way Stago conducts its business.

Potential conflicts of interest may arise in the following cases - when a Stago employee:

- Accepts gifts from a potential business partner;
- Accepts additional employment with another company;

- Has a financial interest in a business partner or competitor;
- Conducts business on behalf of Stago with any company in which the Employee concerned or a close family member has a financial interest;
- Communicates inappropriately with a competitor.

5. MONITORING AND ENFORCEMENT

This charter is integrated into the group's purchasing processes.

It is systematically communicated to all our suppliers and forms an integral part of our listing criteria.

As it is contractual, compliance with it will be regularly monitored by our co-contractors.

▪ *Stago undertakes to:*

- Train its purchasing teams in the principles of responsible purchasing.
- Incorporate its CSR criteria into its calls for tenders and contracts.
- Regularly evaluating its suppliers in terms of sustainability, ethics and integrity.
- Giving preference to suppliers who share our values and commitments.

▪ *Right to alert*

In line with the policy implemented within the STAGO group, Stago's suppliers must guarantee their employees an environment in which they can express their legal or ethical concerns without fear. They are also required to take all necessary measures to prevent, identify and punish any form of retaliation.

▪ *Consequences of violating this charter*

In the event of non-compliance with these commitments, Stago may request corrective action or even terminate the commercial relationship.

6. REVISION

This document is reviewed periodically to take into account changes in legislation, standards and societal expectations.
