CORPORATE CODE OF CONDUCT

Group Dutscher IBERICA

Cultek BioLab

teknovas celtaingenieros





INDEX

1. OBJECT
2. SCOPE OF APPLICATION
3. MISSION OF THE COMPANY: VALUES THAT DEFINE US
4. PRINCIPLES OF ETHICS AND BEHAVIOUR
5. CONDUCT GUIDELINES
   5.1 Compliance with applicable legislation
   5.2 Respect for human rights
   5.3 Relations with and between employees
   5.4 Business relations
   5.5 Market practices
   5.6 Suppliers
   5.7 Relationship with the Administration
   5.8 Conflicts of interest
   5.9 Safeguarding of group entities' assets
   5.10 Confidentiality
   5.11 Protection of intellectual and industrial property
   5.12 Environment and society
   5.13 Social responsibility
6. CODE COMPLIANCE



1. OBJECT

This Corporate Code of Conduct is the framework through which we express our commitment to integrity, honesty, fair dealing and full compliance with applicable laws and to anticipate future requirements, so that all members of our company observe it in their day-to-day responsibilities.

This Corporate Code of Conduct for all Dutscher Group companies in Spain aims to provide us with a frame of reference against which to measure any activity carried out by our employees and related parties in interaction with our activities and presence in society.
Employees should always be guided by the following basic principles:

- Not to be involved by action, or inaction, in situations that affect our reputation.
- Observe legality and consult in case of legitimate doubt
- Act with honesty and respect, as members of any of the Dutscher Group companies in Spain, towards other employees, related parties (customers, suppliers, etc.), as well as towards any of the Group's companies.

With the implementation of this Corporate Code of Conduct, we wish to express the commitment that has existed for decades in the actions of the member companies of the Dutscher Group in Spain, based on respect for the following values: honesty, leadership, excellence, concern for the environment, social responsibility, long-term focus, financial soundness, customer focus, innovation and care for people.

2. SCOPE OF APPLICATION

The Corporate Code of Conduct applies to all our activities and is binding on all our personnel in the different companies of the Dutscher Group in Spain, without the position and responsibility assumed implying any exception to the application of the Code of Conduct.

Likewise, this Code of Conduct affects all our customers, suppliers and any natural or legal person with whom we maintain any type of relationship, not necessarily commercial.

The Code of Conduct has been communicated in writing to all our employees and related parties of the various companies of the Dutscher Group in Spain, who immediately assume the commitment to comply with it. It shall also be notified personally to all its directors.

3. DUTSCHER GROUP MISSION: VALUES THAT DEFINE US

The Dutscher Group companies in Spain (Dutscher Ibérica, S.L., DdBiolab, S.L., Cultek S.L. and Teknovas S.A.) are global suppliers of consumables, scientific instrumentation and quality services for the laboratory, with a highly diversified product line aimed at both the main public and private research, development and innovation centres operating in the Research, Academic, Life Sciences, Chemical, Pharmaceutical, Biotechnological, Industrial and Health and Safety sectors, as well as laboratories in general in any industrial sector, with a clear focus on the Iberian market.

Our business vision contributes to the overall improvement of health and safety by developing a business management philosophy based on accountability, professionalism, commitment and mutual respect, while promoting decision-making in a collaborative environment to foster the personal and professional growth of a motivated team.

To achieve this, we stand by our values:

- Integrity: we are honest, transparent, consistent and austere in our conduct.
- Commitment: to a job well done, oriented towards continuous improvement, committed to innovation, sustainability and interaction with society.
- We promote the interaction, effort and contribution of all our staff towards the achievement of results and the satisfaction of our customers.
- Trust: we build relationships based on personal and professional consideration, we provide support and security to our customers, our staff and society as a whole.
- Unequivocal respect for our actions focused on the legality in force in any field that applies to us.



4. PRINCIPLES OF ETHICS AND BEHAVIOUR

Know and comply with regulations

Employees of the Dutscher Group must comply with the requirements established in the area of ethics and compliance, including training requirements, and collaborate in the correct execution of the processes and controls that the company may implement in this area.

Consult doubts and report irregularities
Staff shall immediately bring to the attention of management, even if it has not materialised but they have indications or suspicions, any occurrence of a violation of our values.
To do so, they must communicate this in writing using the mechanisms that the company makes available to them to consult any doubts they may have regarding the Code of Conduct, the rules that underpin it or, in general, the company's ethics and compliance model.

Exemplarity

The conduct of employees must protect the reputation of the Company and set an example of rigour, ethics and professionalism.
Diligence with outsiders
The Dutscher Group's entities apply a homogeneous model to ensure ethics and compliance, based on the principle of due control and whose objective is to promote an ethical culture and to prevent, detect and eradicate irregularities. Due diligence also includes an appropriate assessment of the ethics and compliance of third parties with whom the Group of companies has business relationships or those who may act on its behalf.



5. CONDUCT GUIDELINES

5.1 COMPLIANCE WITH APPLICABLE LEGISLATION

The Dutscher Group and its employees are governed by compliance with the applicable laws and regulations in the broadest possible sense, both within the Group entities and in their personal actions. Compliance with all applicable laws and regulations is always a priority in our actions as a company.

5.2 RESPECT FOR HUMAN RIGHTS

Any employee or collaborating person shall at all times abide by the principles prescribed in the "International Bill of Human Rights" and the principles relating to the rights contained in the eight Fundamental Conventions of the International Labour Organisation, in accordance with the Declaration on Fundamental Principles and Rights at Work.

Specifically, and in application of these fundamental principles and rights, the following actions by Group employees are not permitted in any way:

- Discrimination on grounds of sex, age and race.
- Infringement of the fundamental rights of individuals.
- Abuse of any kind, including harassment in the workplace, whether direct or observed in our day-to-day dealings with natural or legal persons with whom we have a relationship.
- Always put dignity and respect first in our personal relationships.

5.3 RELATIONS WITH AND BETWEEN EMPLOYEES

Our employees are the key factor in our company philosophy; the following criteria and actions will be followed:

- The remuneration system established is in accordance with the category and functions performed, in scrupulous compliance with the Collective Bargaining Agreement applicable to us.
- We do not tolerate the occurrence or use of harmful practices in the workplace: pressure for results, insults, threats, etc..
- We make it easier to reconcile family and personal life.
- We promote compliance with human and labour rights and are committed to the application of regulations and best practices regarding health and safety conditions in the workplace.
- We do not make payments in kind outside the scope of our collective agreements.
- We do not make undeclared cash payments as a form of remuneration.
- Equal pay according to professional status, irrespective of sex, race or physical or mental disability.
- We provide all the resources for our employees to carry out their tasks in optimal conditions.
- There is no favourable treatment in matters of recruitment and promotion.



The staff of the Group entities shall cooperate in strict compliance with applicable labour regulations and in the prevention, detection and eradication of irregularities in this area. All employees are obliged to act, in their labour relations with other employees, in accordance with criteria of respect, dignity and justice, taking into account the different cultural sensitivity of each person and not allowing any form of violence, harassment or abuse at work, nor discrimination on grounds of race, religion, age, nationality, gender or any other personal or social condition unrelated to their merit and ability, with special consideration for the care and integration of people with disabilities or handicaps.

All employees are responsible for strict compliance with occupational health and safety standards and for looking after their own safety as well as the safety of those affected by their activities.





5.4 COMMERCIAL RELATIONS

Our relationship with our customers is based on a management system based on the continuous improvement of the service provided to them. Customer relations shall be governed by the following principles:

- We do not accept or offer bribes in the form of payments, gifts or of any other nature.
- Our discount and offer policy is transparent and objectively measurable, safeguarding our business integrity.
- Our products and services offered must not include false or inaccurate information that could lead to errors in their use.
- We do not provide false or malicious information about our competitors.
- We scrupulously observe the requirements prescribed in the tender documents.
- Employees will enforce compliance with regulations concerning discharge processes or declarations of product origin, monitoring compliance with established standards and processes.
- Prohibition on contracting with natural or legal persons located in tax havens.

5.5 MARKET PRACTICES

The Dutscher Group is committed to the principle of a free market. In this sense, commercial competition will always be carried out with full commitment and knowledge of antitrust, anti-trust and fair trading regulations.

Our employees always take the following standards as a personal commitment:

- Prices are always set fairly, avoiding collusive practices with competitors or to the detriment of our customers and, consequently, our reputation
- They are aware of illegal practices regulated by existing legislation at all levels. In case of doubt, you should always consult our legal advisors.

5.6 SUPPLIERS

Employees shall relate to their suppliers of goods and services in a lawful, ethical and respectful manner, following principles of objectivity, reporting results to our management and excluding personal interests in the relationship with them.

All our suppliers are obliged to commit themselves to the Dutscher Group:

- Respect human rights, in the same way that applies to us, both directly in your organisation and in the value chains in which you are involved.
- Violation of the above shall be grounds for termination of relations with Group entities.
- Commitment to protect sensitive information in relation to our value chain.

The employees:

- They will not request from suppliers or accept information regarding the terms and conditions offered to our competitors
- Do not promise, accept or require gifts, bribes or retribution of any kind (cash, in kind, offers of work for conditions, etc.), and must return any goods or gratuities received and inform the management of this situation.

These regulations apply to our own staff, those of our suppliers or those of our relatives and acquaintances.



5.7 RELATIONSHIP WITH THE ADMINISTRATION

Part of our activities is directly related to public administrations. Our relations will always be governed in an honest, transparent and ethical manner under the following parameters:

- In the case of public tenders, we have no influence on their content, evaluation or any other aspect that would place us in a favourable position that would violate the principle of freedom of competition.
- The granting of favours, gratuities or any other consideration that influences the representatives of the various public administrations with whom we have dealings shall not take place. By way of example: administrative procedures, administrative files, approvals, product licences, etc.

5.8 CONFLICTS OF INTEREST

The broadest definition of a conflict of interest in business is when an employee puts his or her own interests ahead of those of the organisation, and in doing so jeopardises the organisation's activities, its business secrets and even its corporate reputation.

Private or personal interests include, but are not limited to, family, friends, clubs and societies to which an individual belongs, private business interests, investments, shareholdings, and any other person with whom a member of the Dutscher Group may be associated.

The most common forms of conflict of interest are nepotism, diversion of business opportunities, acceptance of benefits from third parties, close relationships with competitors, regulators or business partners, outside employment and own professional activities not linked to those of the entities.

Specifically, potential situations of conflict, which must be reported to the management of the entities, include the performance of activities with a similar or complementary purpose to those of the Dutscher Group, whether paid or unpaid, either directly as an individual or indirectly through intermediary companies or related parties.

Therefore, employees of the Dutscher Group must ensure that when working outside of the company they

- Do not interfere with their work in the various entities of the Group.
- They do not involve donations or contributions of goods or cash to entities in the name of the Dutscher Group or by informing the person responsible for each entity of their position or membership.

5.9 SAFEGUARDING THE ASSETS OF GROUP ENTITIES

Employees shall use the financial and material resources of the various companies in a responsible and efficient manner and not for private use.

The facilities, equipment, services and economic resources are available for the development and execution of the company's activities.

5.10 CONFIDENTIALITY

Dissemination, disclosure or transfer of a trade secret by anyone under a legal or contractual obligation of confidentiality is prohibited.

Members of the Dutscher Group must keep all confidential information to which they gain access as a result of their professional activities strictly confidential and must refrain from using it improperly for their own benefit or that of third parties.

In case of any doubt about the nature of the information, employees should contact the Management

For information to be designated as confidential it must meet these three characteristics:
(1) Secret: not generally known or easily accessible to persons within the circles where such information is normally used.
2) Have a commercial value because it is secret.
(3) It must require the adoption of reasonable measures to keep it secret.

5.11 PROTECTION OF INTELLECTUAL AND INDUSTRIAL PROPERTY

The Dutscher Group is committed to protecting its own and others' intellectual and industrial property. This includes, inter alia, plans, broadcasting, copyrights, patents, trademarks, domain names, reproduction rights, design rights, database extraction and know-how rights.

In the case of our suppliers, they are required to ensure that their designs and product characteristics comply with criteria of originality or use of patents and trademarks, avoiding counterfeits, copies or unauthorised manipulations of any kind.

Dutscher Group employees may not use prototypes, designs, products, studies or assets of any nature that contravene the traceability of the right of use by the original author or appropriately registered patent, and previously informing the management of their suitability.



Likewise, they may not make reproductions, presentations or any other activity on elements in which any intellectual property or trademark right is involved, without having obtained the required authorisation.

This principle includes the use of or access to personal data of employees of the Dutscher Group or related persons, and we commit ourselves to the responsible, authorised and custodial use of such data in accordance with the provisions of the Spanish Personal Data Protection Act (Ley Orgánica de Protección de Datos Personales).

5.12 ENVIRONMENT AND SOCIETY

The Dutscher Group adopts as its own criteria of respect for the environment and in its relations with our social environment, so that our activities are sustainable and minimise their effects on the environment.

To this end, we are in contact with our stakeholders in our business management cycle, so that we avoid the appearance of environmentally harmful elements in our value chain and promote positive interaction with social actors.

5.13 SOCIAL RESPONSIBILITY

Our actions will look after the interests and situation of the social environments in which we operate.

We are also committed to the sustainable improvement of our business and the quality of life of the recipients of our products and services, upholding the values and principles contained in this Code of Conduct.

6. COMPLIANCE WITH THE CODE OF CONDUCT

We guarantee its diffusion by publishing it on the corporate website and those of the Group companies, as well as through the insertion of the link in the footer of the signature of e-mails to customers and suppliers in electronic format.

For our employees, diffusion will be done through a training session and obtaining their signed commitment to comply. Any queries, unforeseen situations or suggestions can be addressed directly to the person in the Group responsible for updating it.

In case of any doubts, our contact details are available to any interested party on the corporate website:

https://www.dutscher-iberica.com/

