

SUPPLIER CODE OF CONDUCT

Labcold is committed to doing business with individuals and organizations that operate their businesses with professionalism and integrity. These standards apply to all our suppliers. Our goal is to work with Suppliers who embrace and comply with the principles of our Supplier Code, and, in turn, to have these Suppliers encourage compliance with such principles from any suppliers with whom they work in the delivery of goods or services for Labcold. We take our responsibilities seriously and expect those we do business with to do so as well.

Strong social responsibility in the supply chain is also very important to Labcold. As an organization, we are continuously looking for ways to improve in this area and encourage suppliers to do the same and to share their achievements in these areas.

Labcold suppliers should maintain appropriate documentation to demonstrate compliance with this Code of Conduct, or their own comparable responsible business conduct rules and standards, and must provide the ability to verify such upon reasonable request.

- Suppliers shall conduct their business at all times with the highest ethical standards.
- Suppliers are obligated, in all of their activities, to operate in full compliance with the laws, rules and regulations of the countries in which they operate, any applicable anti-bribery and anti-corruption laws and regulations, including, but not limited to, the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act.
- Suppliers shall not directly or indirectly engage in any form of commercial bribery or provide anything of value to a government official in order to:
 - Win or retain business;
 - Gain an improper advantage; or
 - Illegally influence the action or decision of any individual customer, company or company representative.
- Suppliers shall not engage in any type of commercial bribery, kickbacks or corrupt business activities.
- All financial books and records must conform to generally accepted accounting principles.
- Records must be legible, transparent, and reflect actual transactions and payments. Do not hide, fail to record, or make false entries.
- Suppliers must treat Labcold employees, their own employees and anyone with whom they interact on behalf of Labcold with dignity and respect. Labcold does not tolerate intimidation, hostility or any behaviour from a supplier that might harass, disrupt or interfere with another's ability to work.
- Labcold does not tolerate retaliation against those who express concerns or in good faith report real or perceived violations of law, regulation or Labcold's supplier code of conduct.
- Suppliers must comply with all applicable employment laws and regulations, including statutes prohibiting discrimination