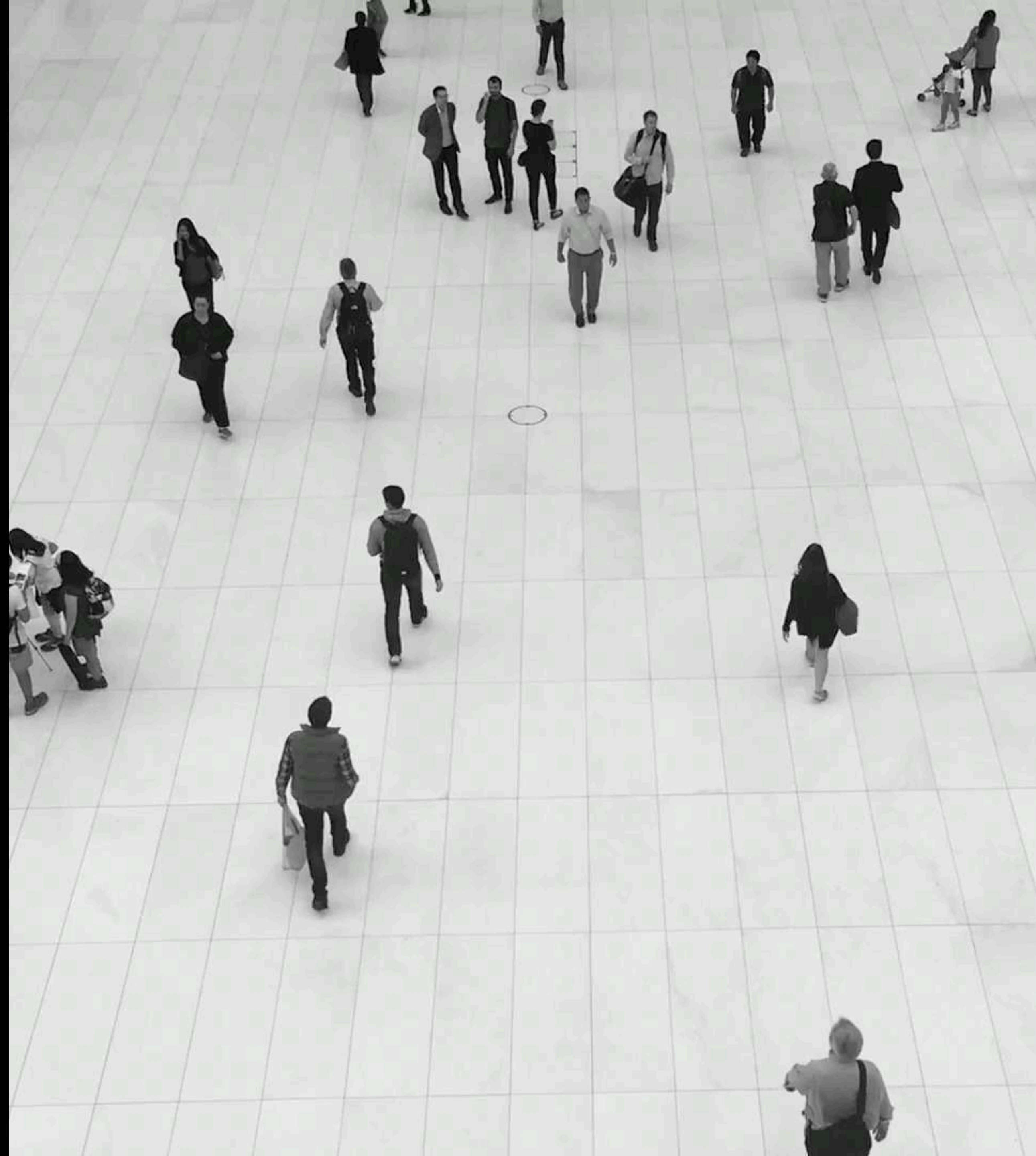


BioSystems

Code of Conduct



Our Code of Conduct

BioSystems

A code for all the people
who are part of BioSystems



This document defines a very important part of the essence of BioSystems, which is our culture, “**our way of doing things**”.

The culture has developed and grown through continuous interaction among all of us in the company, sharing our ideas, our knowledge, habits, beliefs, emotions and attitudes all the time, while involved in our professional activity.

As a company, we are aware of the **responsibility** that we have to all the parties involved, society in general, our environment, our planet and the living beings on it and we undertake to **respect them** and keep them respected.

Also we take responsibility for the commitment that we have made with current legality wherever we do our work. For this reason, in BioSystems we hope and trust that all professionals share and agree with this code of conduct and promote it among all our collaborators.

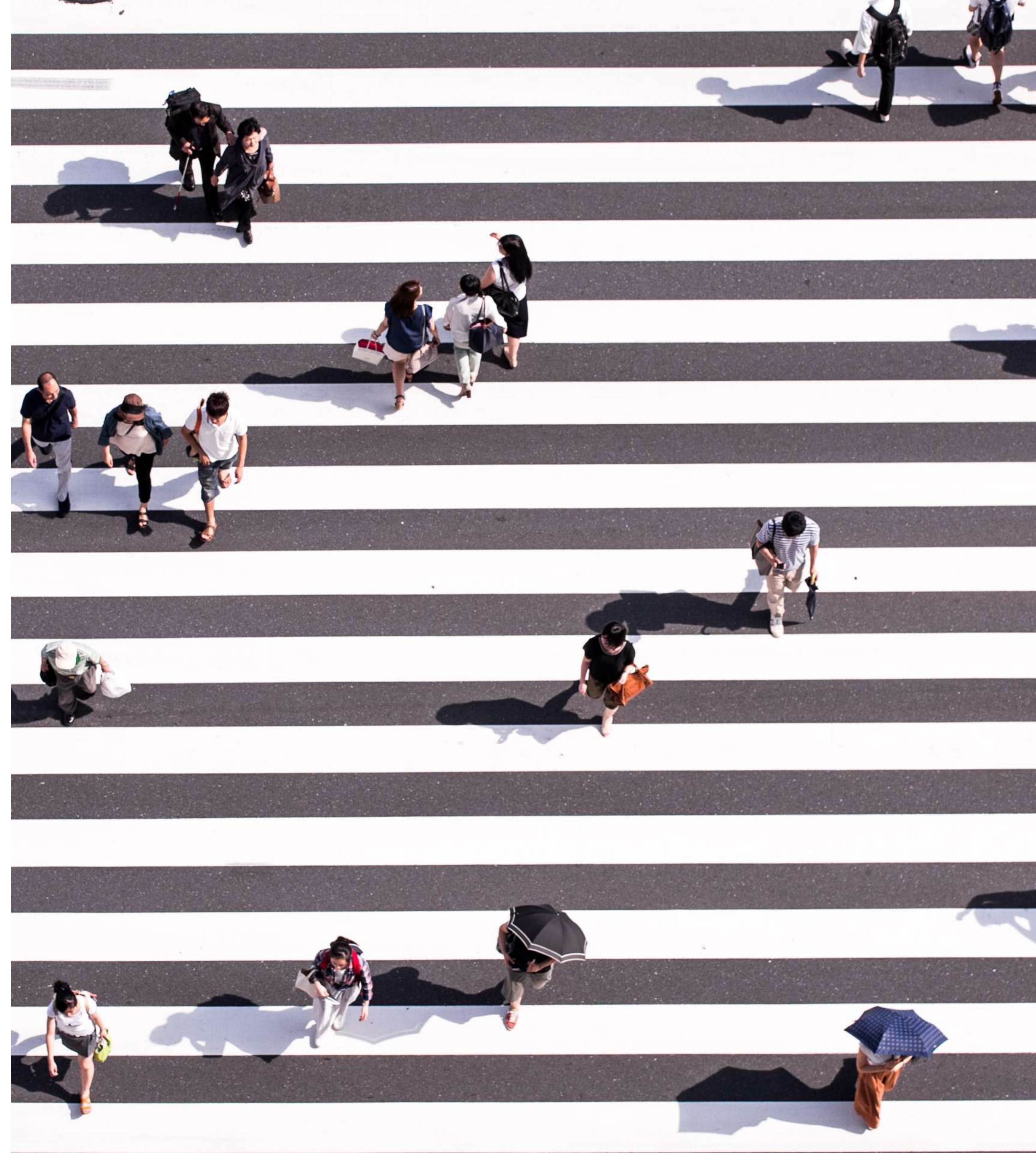
This document is intended to serve as a guide to help all the professionals who are part of our enterprise to choose the best option in each situation. Compliance with this Code of Conduct reinforces the company culture that we have created together and which has become our differential value and one of our main competitive advantages.



Who are we?

Human - centred Biotech

BioSystems



Who are we?

BioSystems

BioSystems was founded in 1981 by Dr. Josep Bach, a pharmacist and entrepreneur, with an innovative spirit, critical-positive thinking, and a highly developed sense of ethics and justice.

This character, united to rigour and the efforts of all the professionals in BioSystems, has made us into a unique company, recognised worldwide for its human, professional and technological quality. Today BioSystems comprises a group of companies in various countries around the world.

Our *claim* or slogan is “human centred biotech” because behind all our activities there are people who share our mission of contributing to improving health and welfare through *biotech* solutions. Our activity is based on designing, developing, producing, marketing and offering analytical solutions for various areas in the field of biotechnology.

Laboratories in all 5 continents have been confident from the start in our work in the fields of human and veterinary clinical diagnostics, in food and agriculture, and also in monitoring industrial bioprocesses.

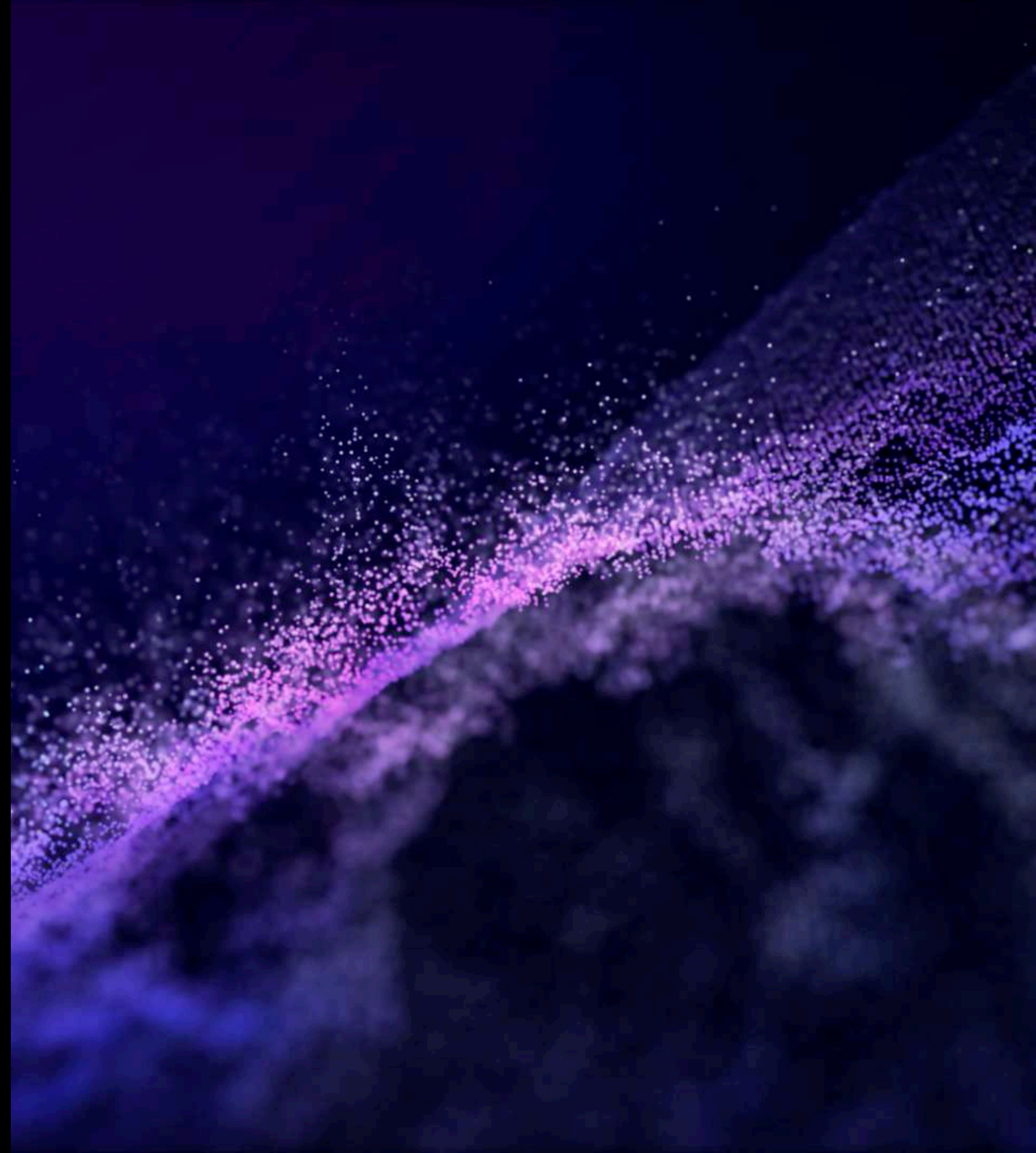
Seeing the achievements due to this way of doing things and understanding our work, we want to continue advancing, improving, increasing the value of the proposals that we offer, and that of our clients and contributing to improving the health and welfare of the whole world – without ceasing to be true to our culture – in order to go on growing and construct an even better future.



Mission & Vision

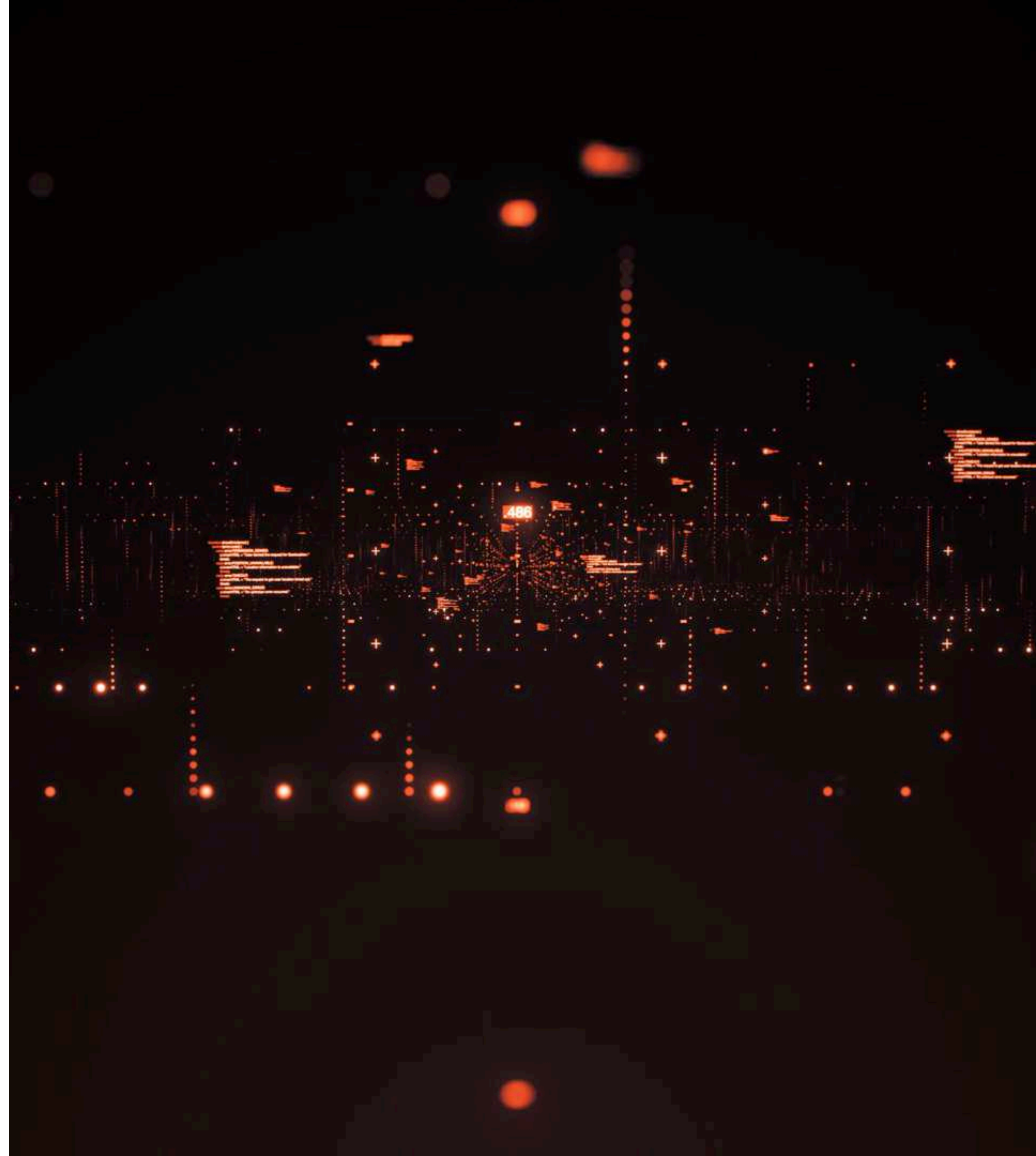
BioSystems

The future of BioSystems in our hands



Mission & Vision

Our purpose is to position ourselves as a global biotech company focused on offering the best experience to our clients through analytical solutions that contribute to improving health and welfare.

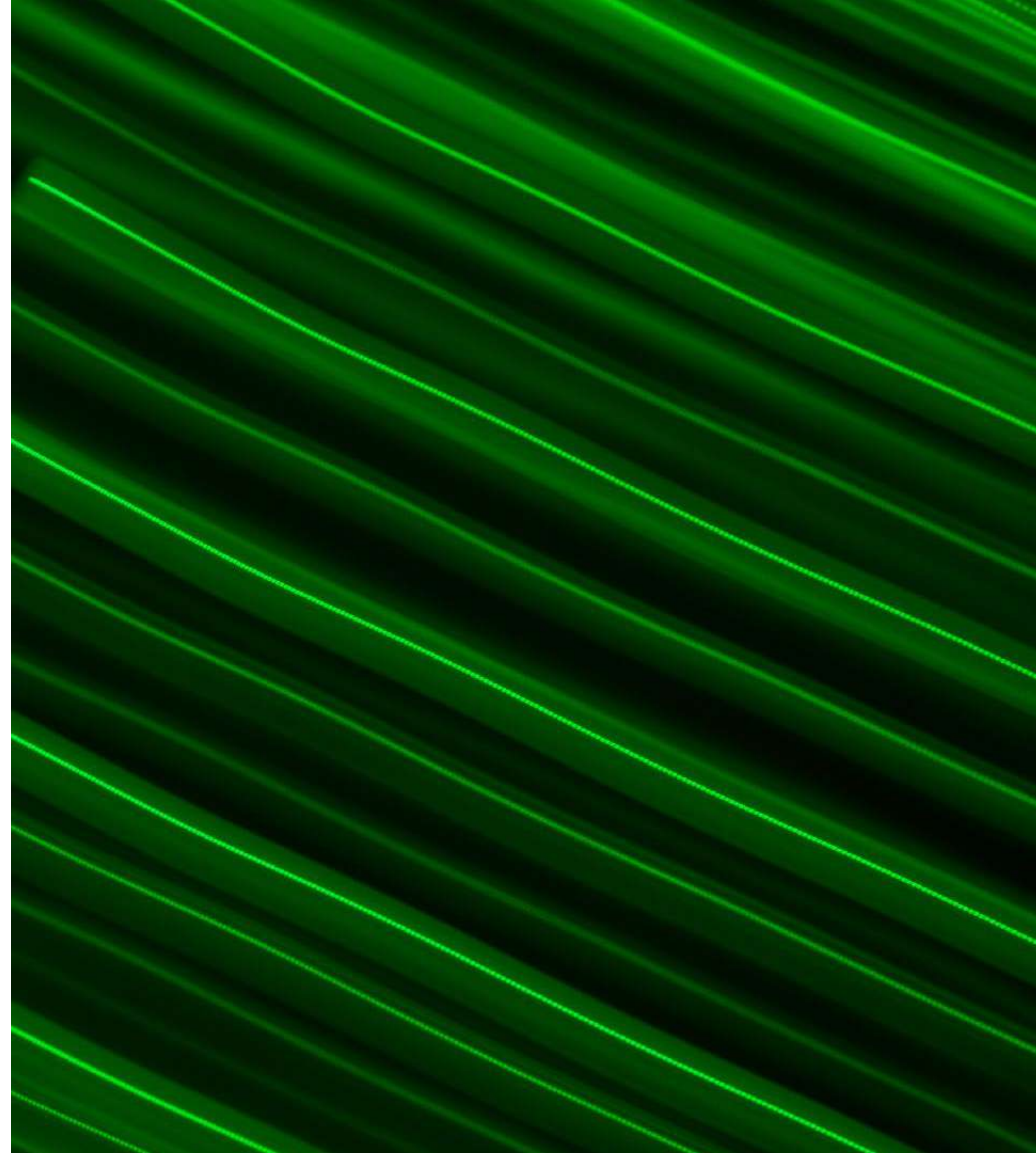


The 3 pillars of BioSystems

In BioSystems we make efforts to adapt ourselves to changes in the context – both technological and in business and social matters – and we understand that being in continuous transformation is the only way to survive in the ecosystems where we operate.

In BioSystems we base our progress on 3 pillars:

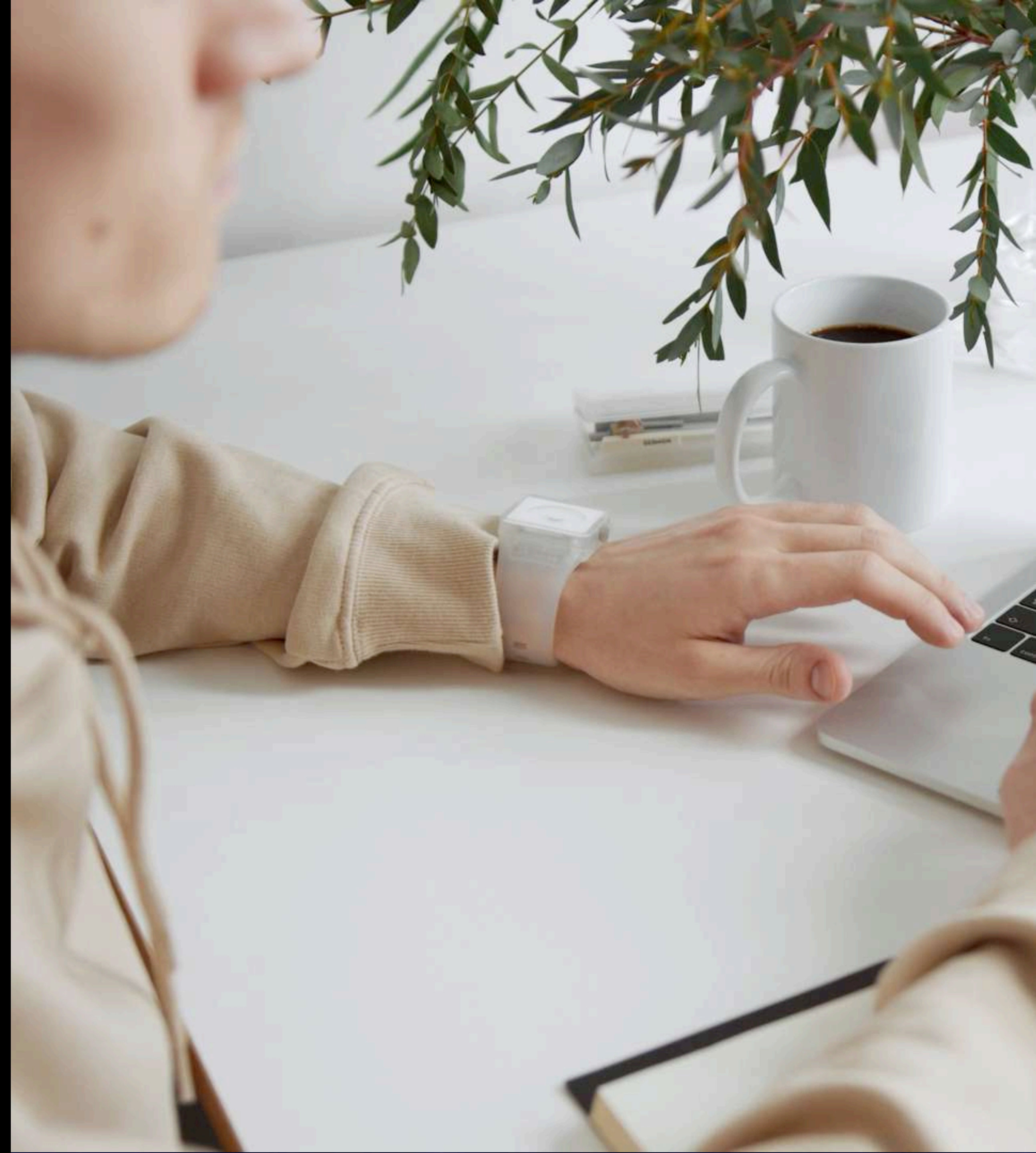
1. Changing from being a company centred on products to being a company centred on designing and developing products and services that can truly generate a good experience for users.
2. Reinforcing a backing for our own Design and Development with a clear focus on innovation and flexibility.
3. Moving on from being an international company that manufactures and exports worldwide to being a global company.



What are we like?

BioSystems

People are the essence
of BioSystems



What are we like?

BioSystems

People are the essence of BioSystems

Their ideas, values and attitudes have defined a culture that unites us and at the same time distinguishes us from the rest. An attitude to life and work which develops, nurtured by the disposition of all of us here in BioSystems.



What are we like?

BioSystems

We embrace diversity

In BioSystems we respect everyone, no matter what their origin, situation or condition, because we embrace diversity and understand it as a tool for growth and enrichment.

Forming various teams, with people with initiative and their own voice, enables us to coexist every day with different visions and opinions. Transparent and respectful communication in diversity is a key factor in promoting our way of thinking and working, stimulating our joint learning and growth.



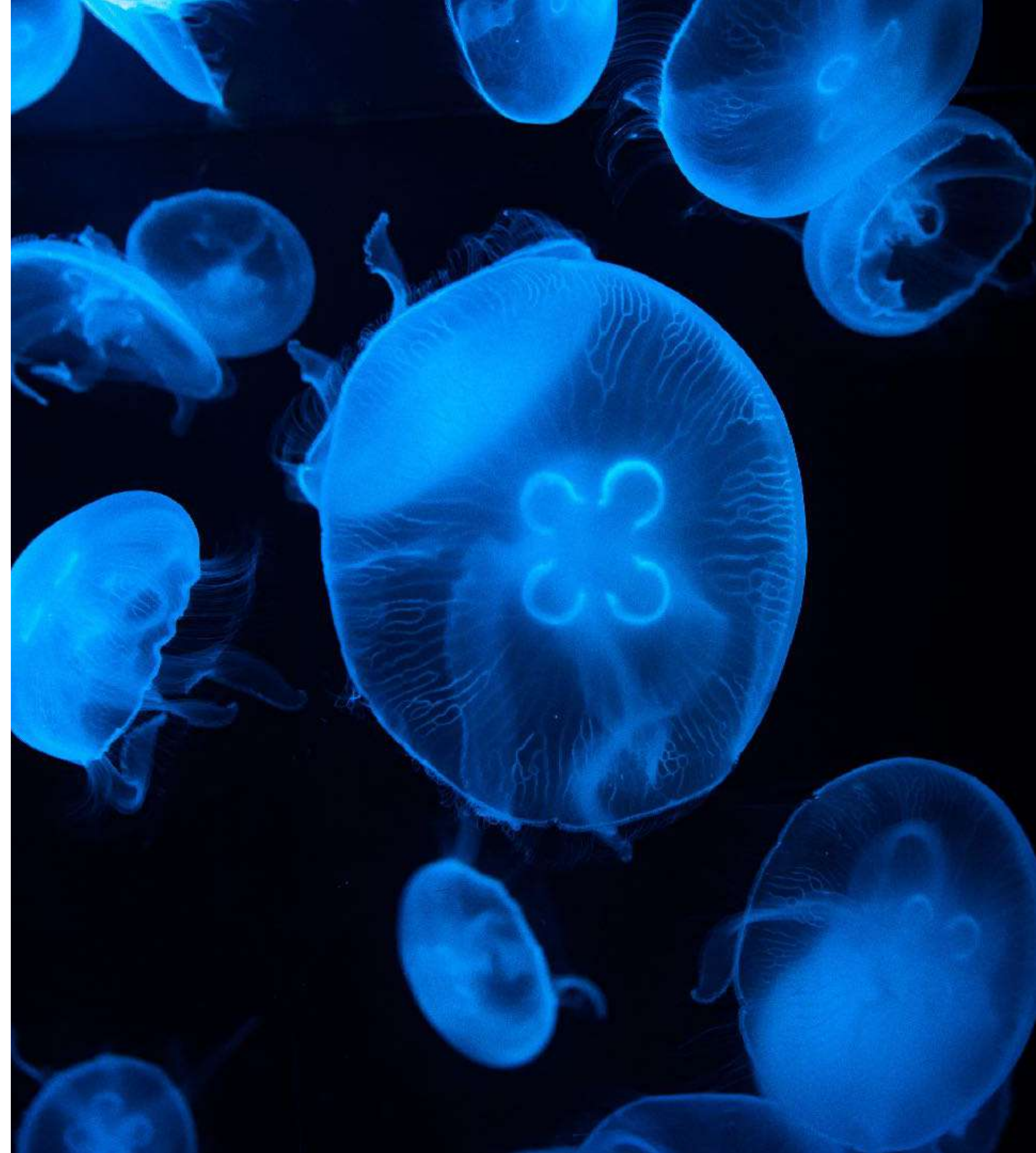
What are we like?

BioSystems

We like sharing

We fully believe in honesty and coherence among all members of the BioSystems community. Only by working from respect, humility and trust can we establish strong and long-lasting links with our collaborators and professionals.

To do this, our objective is to build relationships based on trust and transparency where they reciprocally contribute value. We know that with the collaboration of everyone, we shall take BioSystems even further.



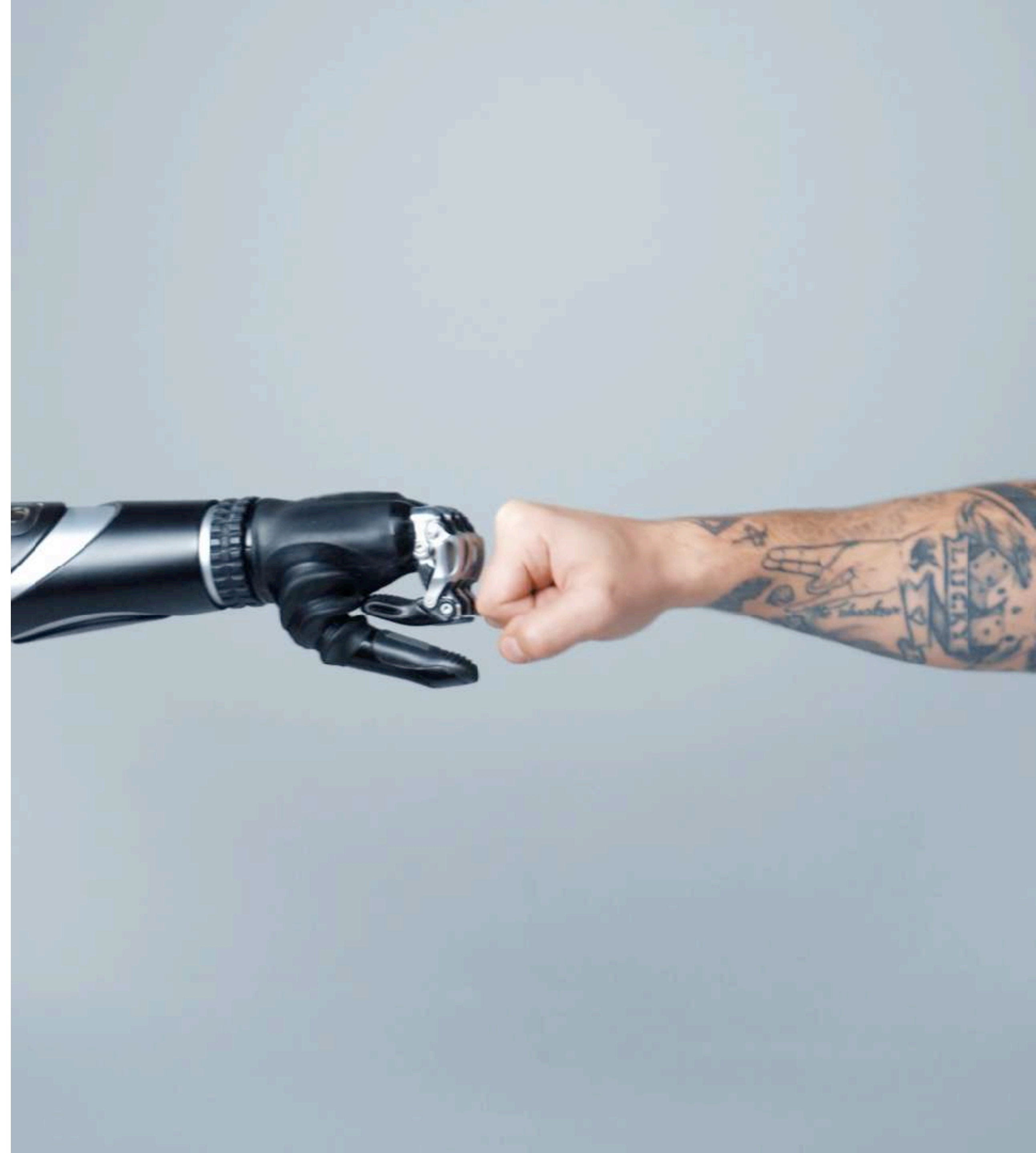
What are we like?

BioSystems

We are proactive

The relationships that form in a plural and respectful community stimulate initiative, creativity and an enterprising attitude among people.

In BioSystems we back our professionals by supplying them with an environment where they can develop their initiative and leadership. Because it is they who through their involvement and experience collaborate in making the mission and vision of BioSystems come true.



Principles

BioSystems

A commitment
in common



Principles

BioSystems

A commitment in common

In BioSystems we can count on everyone's commitment to applying the company culture in their daily work. This attitude to work takes the form of a strong commitment to people, the environment and legality.



We defend a respect for Human Rights

Recognised in both the Universal Declaration of Human Rights and the principles established by the International Labour Organisation, taking special care over a respect for the more vulnerable groups.



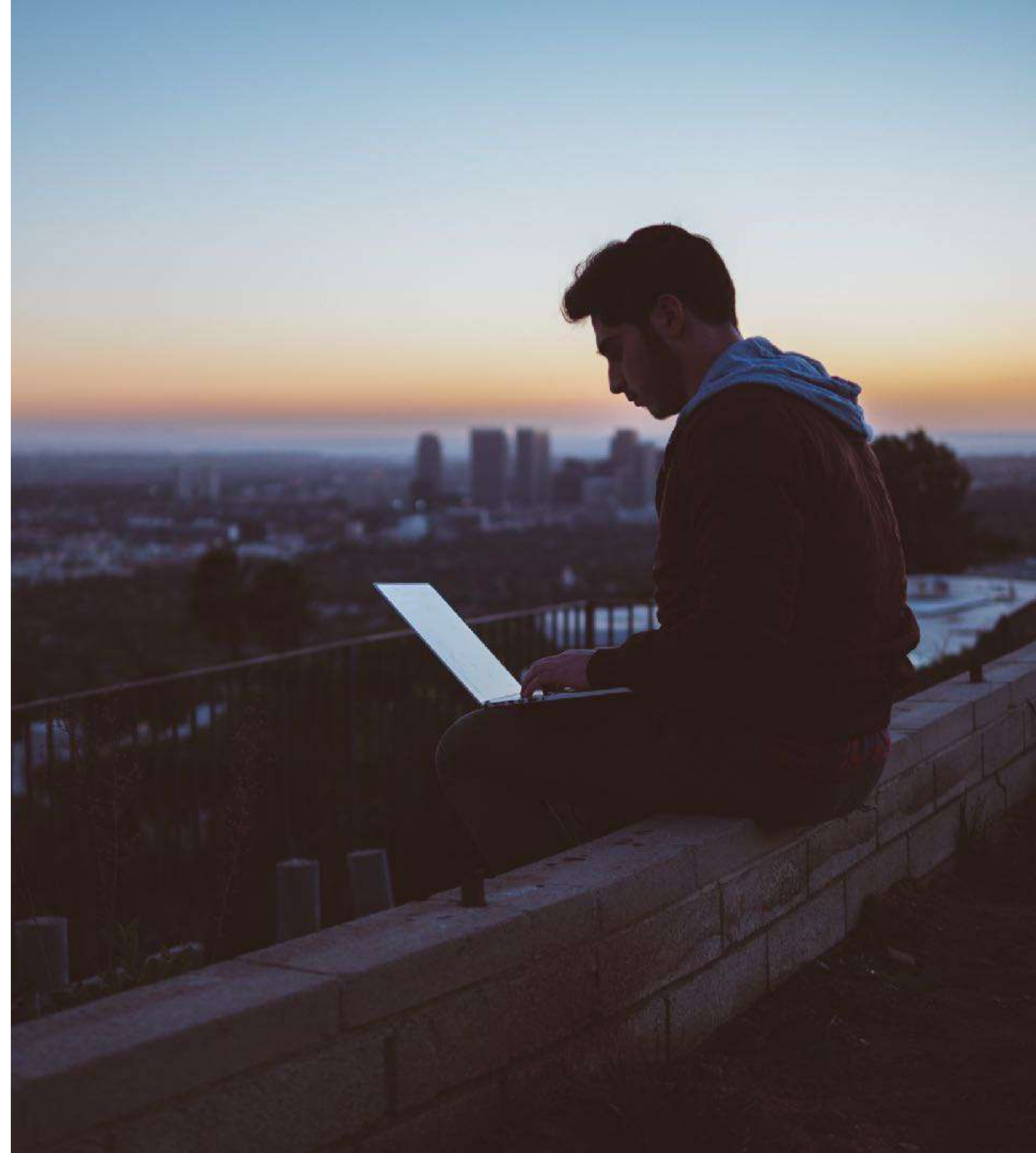
We admire and respect all the different cultures

Our will is to integrate all those cultures of all our members and communities, we embrace cultural diversity as a path to growth and innovation.



A working environment free of discrimination and harassment

Not for questions of race, ethnics, religion, political or union affiliation, nationality, language, gender, civil status, social condition, age, physical or intellectual condition, sexual orientation or any other condition. For this reason, we provide communication channels that can be used to report any of these attitudes confidentially.

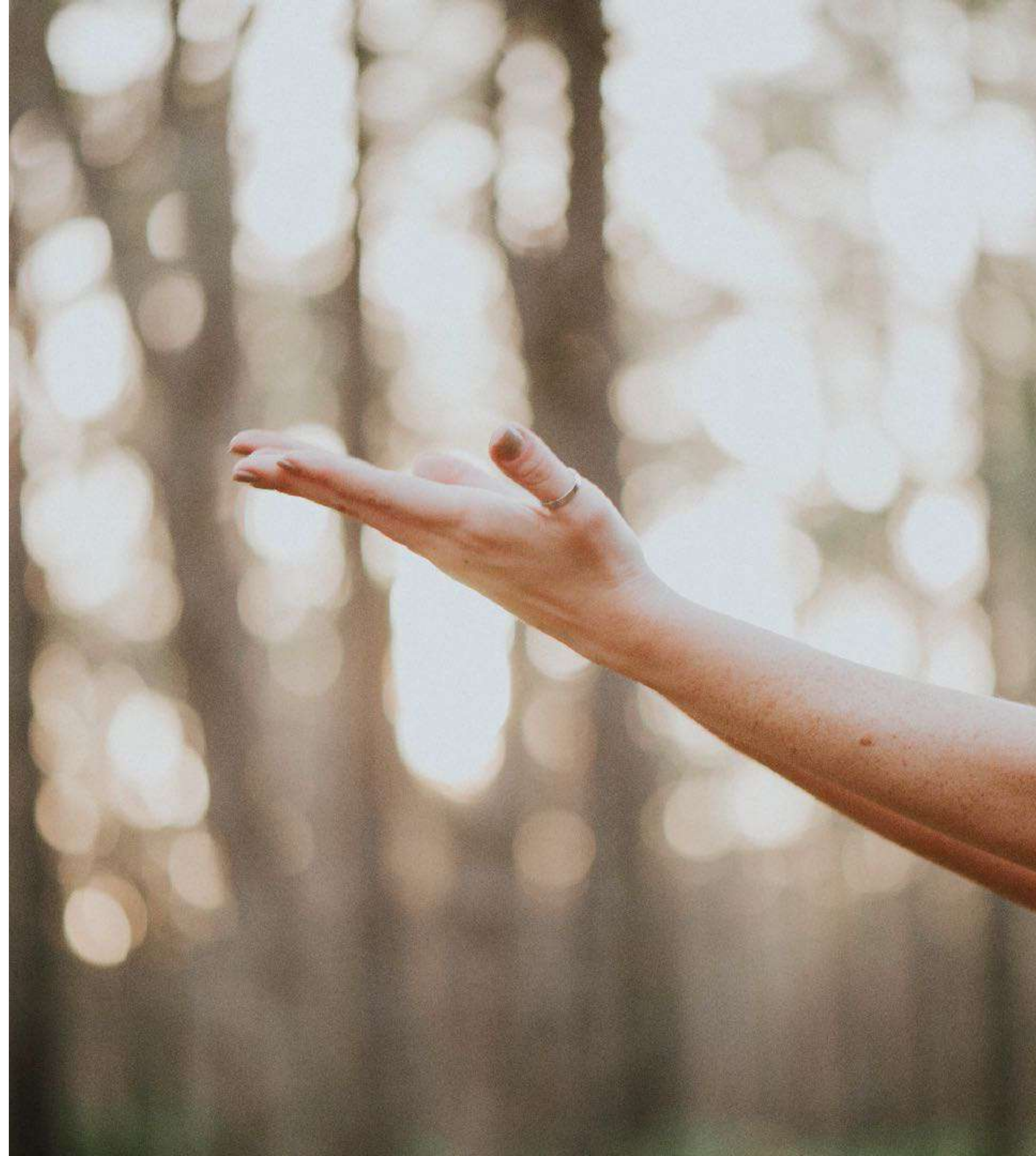


Principles

BioSystems

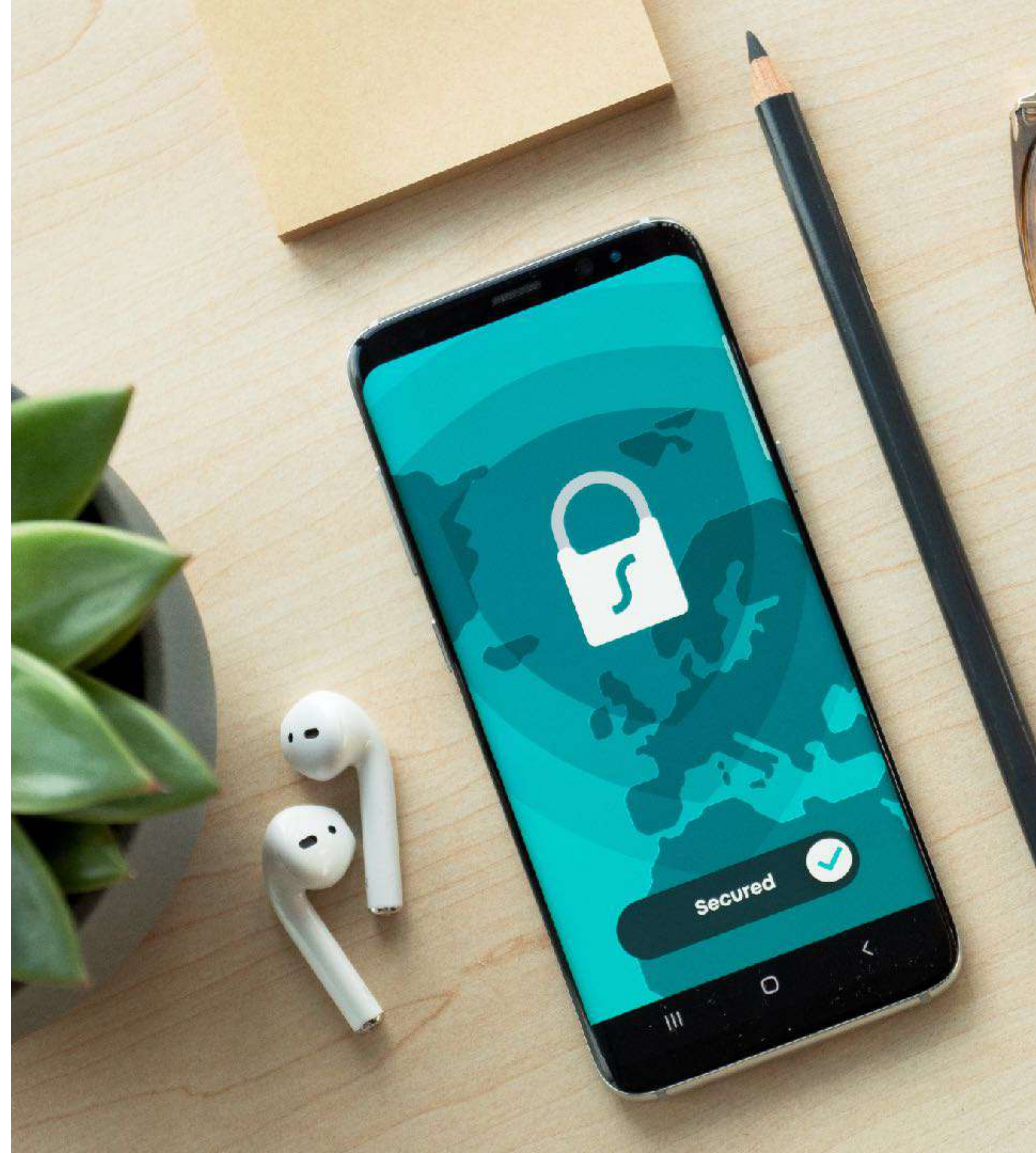
We watch over people's welfare

And we start by doing it for our professionals, not only respecting the regulations in matters of Health and Safety, but also offering measures to help in the reconciliation of family and work, personal matters and the care of health.



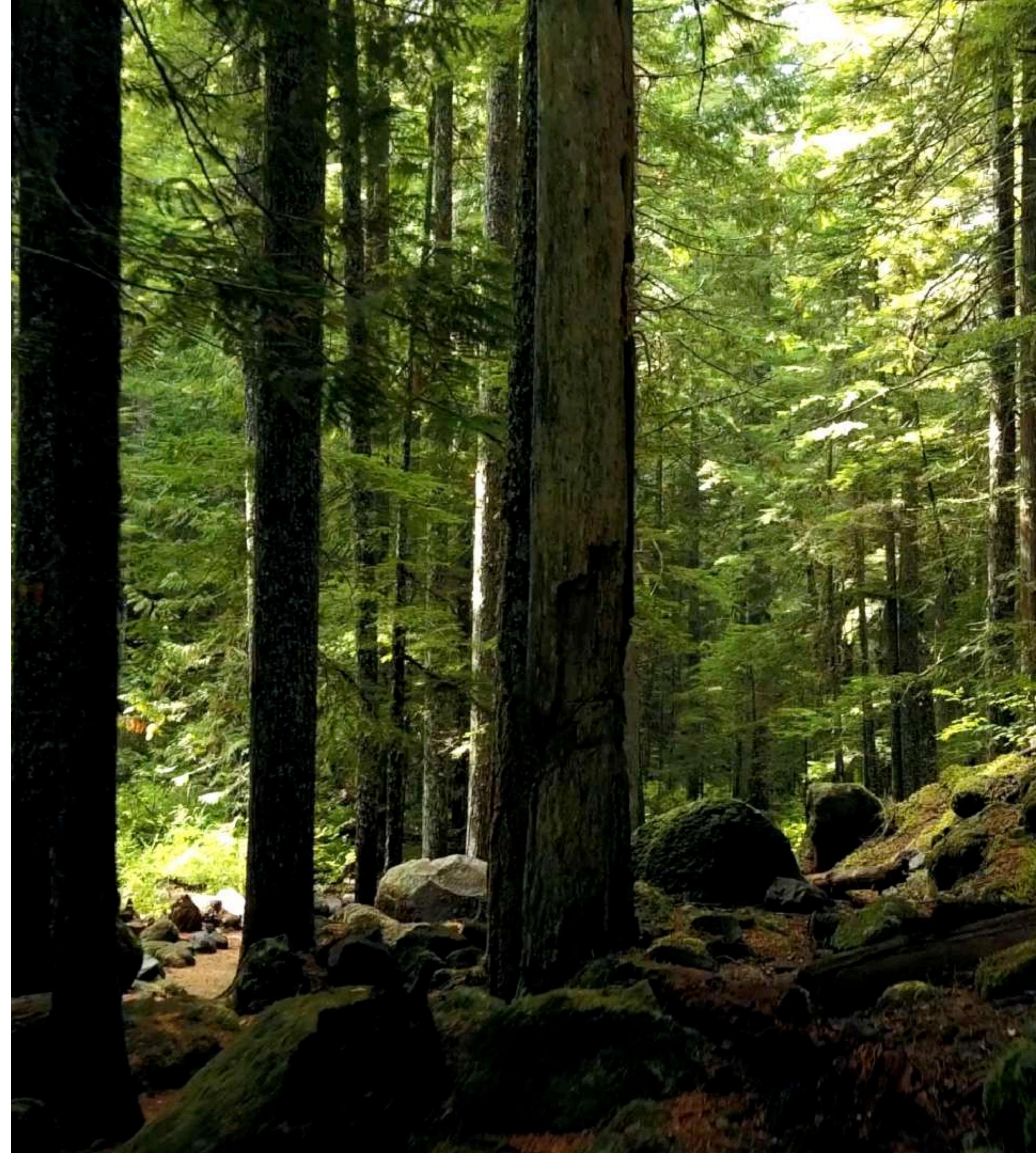
We respect intimacy and privacy

Complying with current law on personal and confidential
data protection.



We do our best to preserve the environment

Aware of the enormous pressure that human activity exerts on the planet, we comply with current law and make every effort to ensure that our actions do not damage the environment. We also carry out actions that promote sustainability and improve relations between humanity and all other living beings.



We watch over compliance with current law

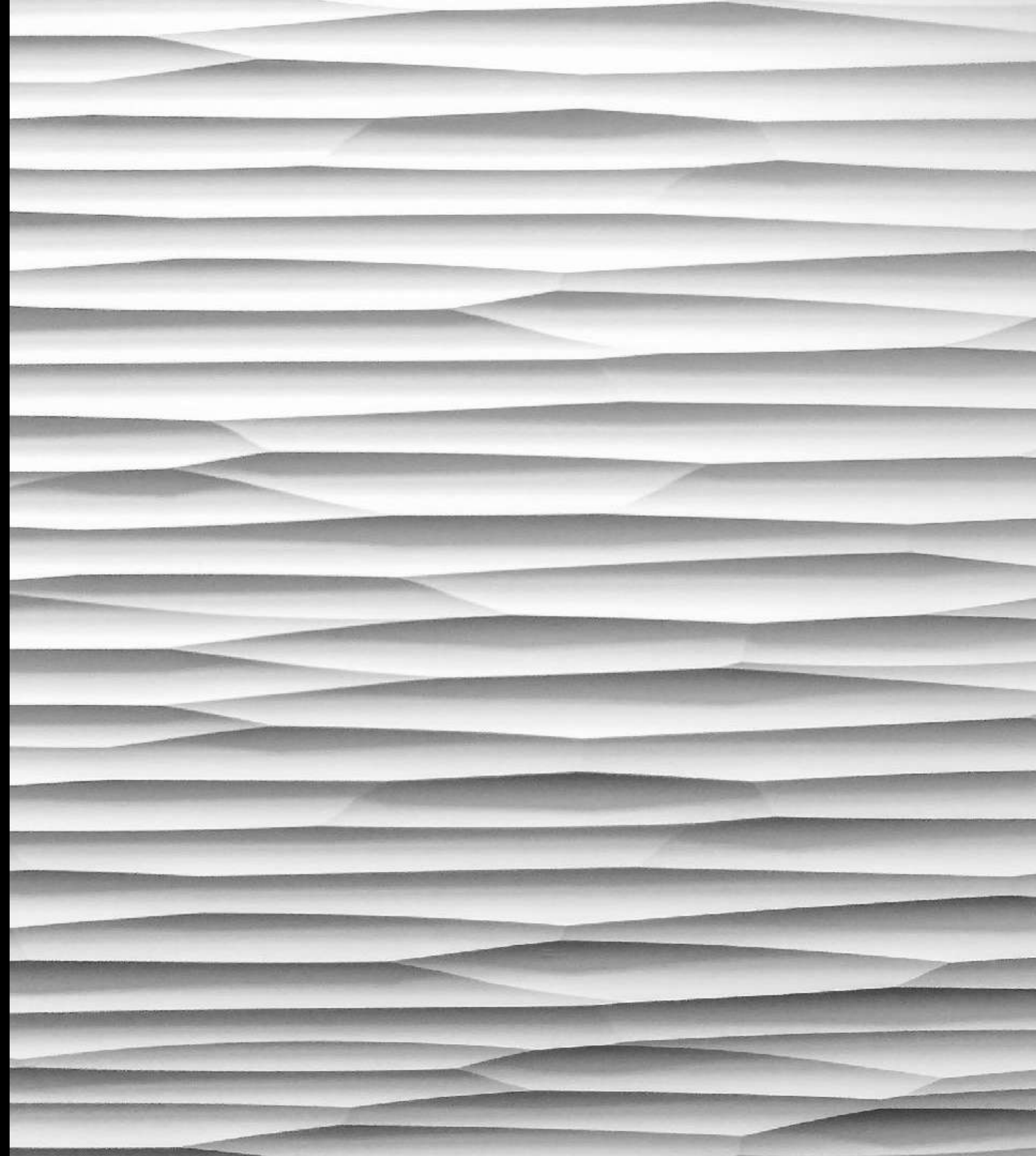
We use all the means within our reach to ensure compliance with the laws in force in the countries where we are active. Our relations with public administrations and international organisations are governed by transparency and collaboration, always meeting the requirements and conditions demanded.



How do we do it?

BioSystems

How do we apply these
principles and values
in our daily activity?

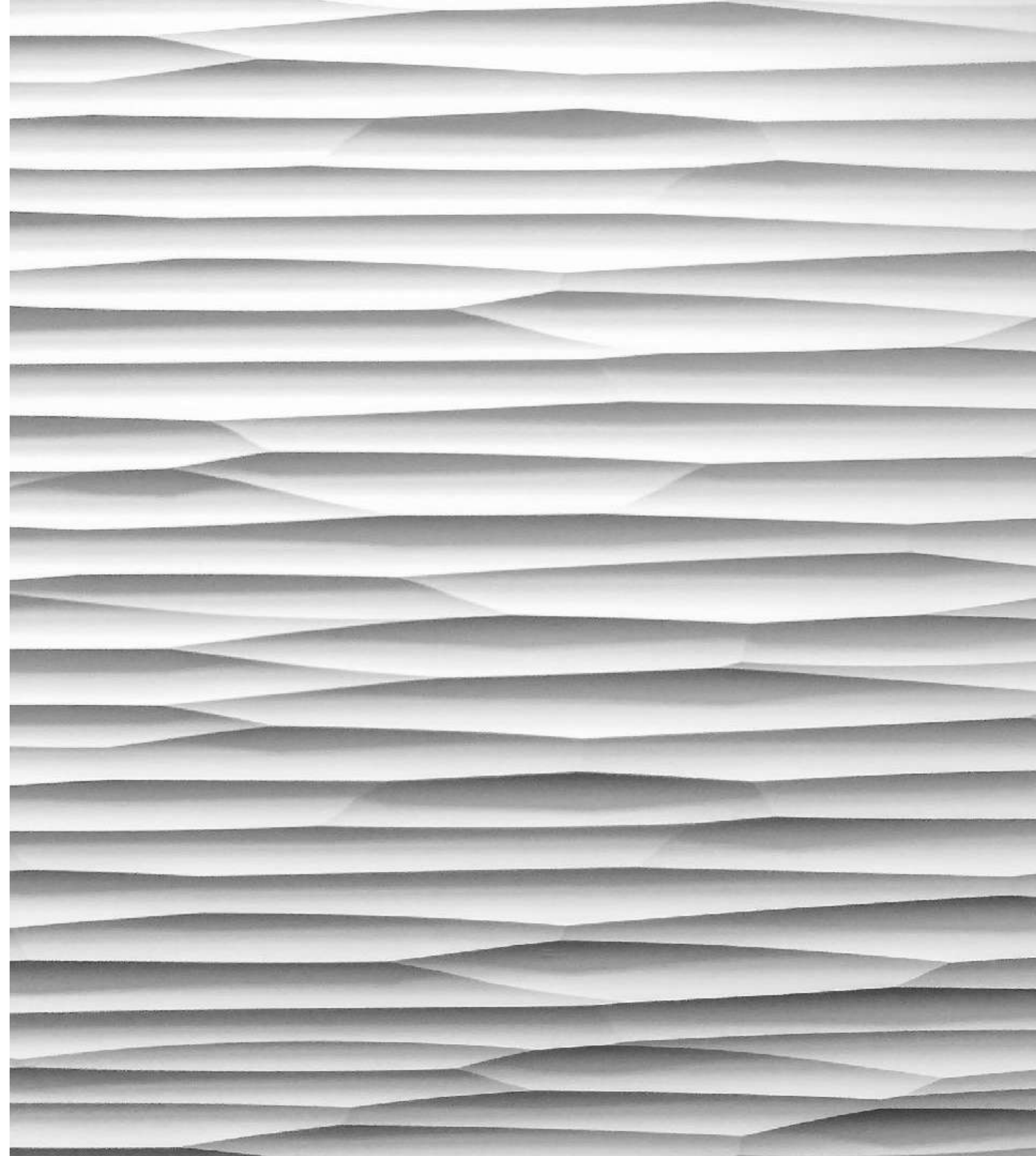


How do we do it?

BioSystems

How do we apply these principles and values in our daily activity?

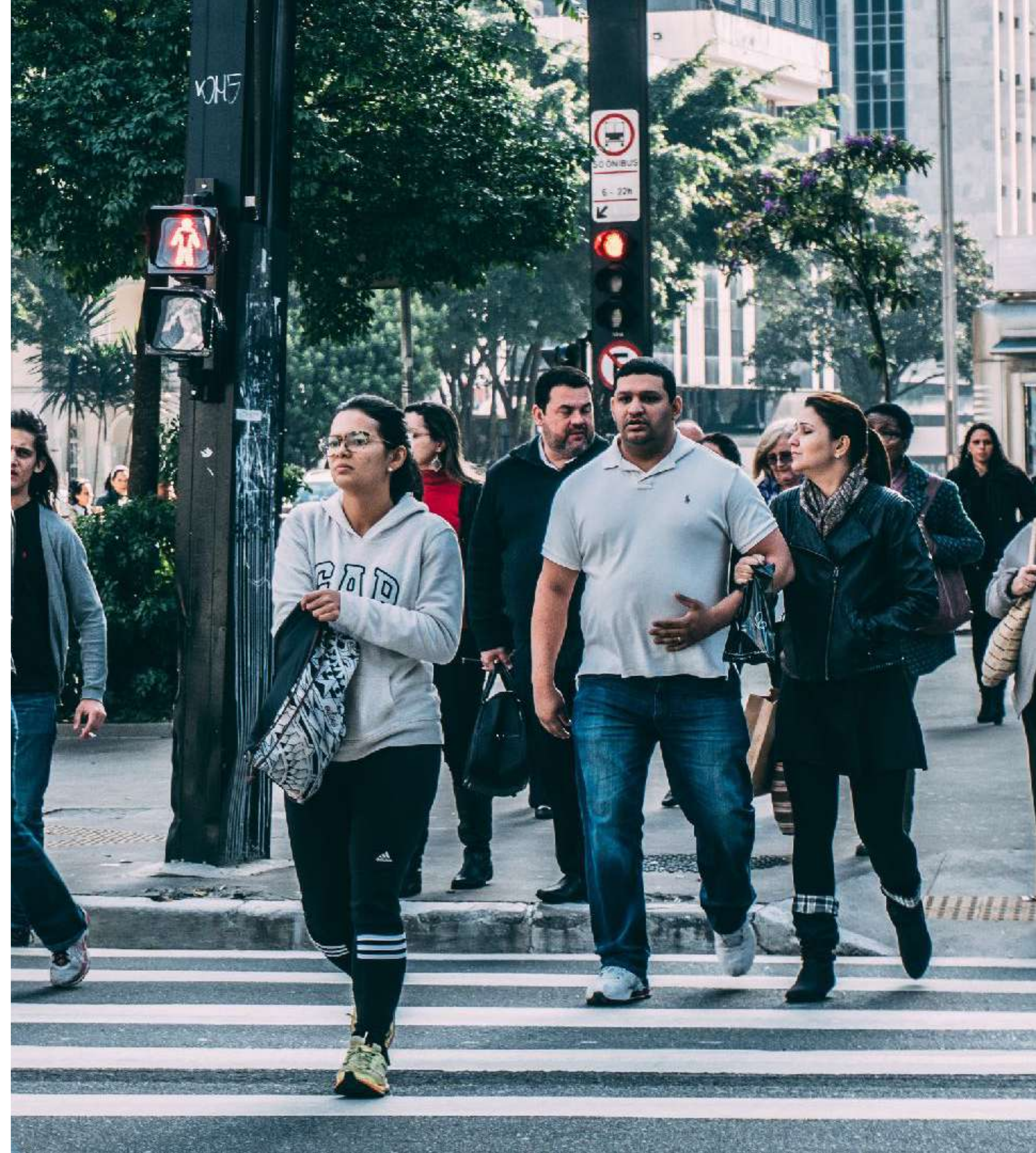
Independently of our jobs or functions, all professionals in BioSystems act in accordance with the “good practice” that typifies us. To this end, we set out below the commitments to society that BioSystems accepts and those that we accept as professionals, as part of the enterprise.



How do we do it?

BioSystems

Commitments to society



How do we do it?

BioSystems

Communicating in an integrated, true and transparent manner

In BioSystems we undertake to:

- Communicate with everyone concerned with a respect for their culture and values.
- Transmitting a true picture of the organisation.
- Communicating in a true, legal and honest way the products and services that we offer. In BioSystems we have the firm determination and will to apply the necessary resources to comply with all the regulations required for the products and services that we market.
- Reflecting financial information in a loyal manner, using all the resources necessary to ensure that the accounting data truly reflect the economic, financial and equity reality of the company.

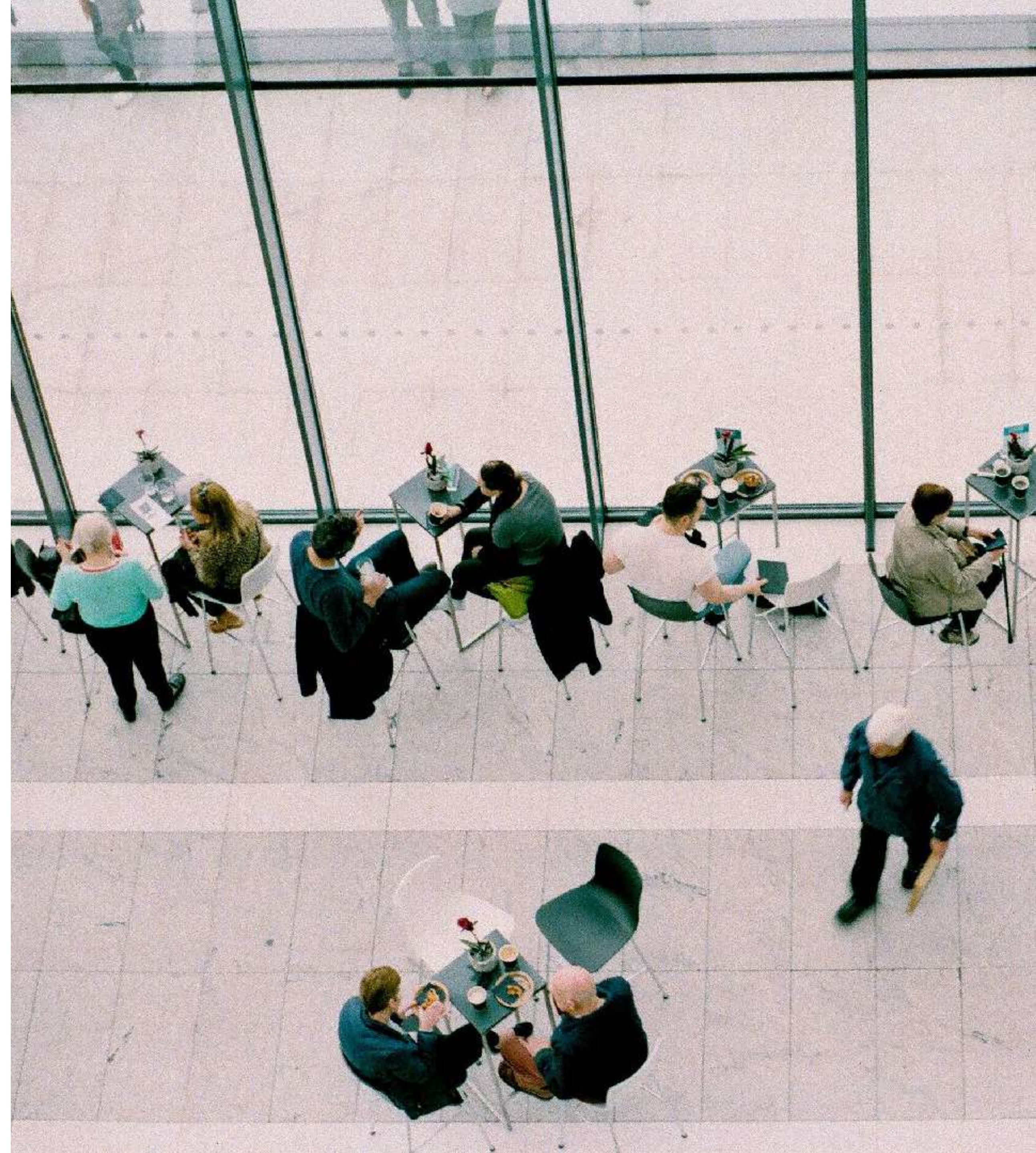


How do we do it?

BioSystems

Guaranteeing honesty and integrity in business

- In BioSystems we do not accept offers or payments to public officials, authorities or private parties with the aim of influencing their behaviour or obtaining business or other advantages. No matter what form this may take: whether directly by reward or undue advantage, or indirectly. Nor do we accept this type of request from public officials, authorities or private parties.
- We do not tolerate conduct concerned with money laundering and terrorism financing. In this sense, all our professionals and collaborators have to refrain from these types of conduct in the development of their business relations with clients, suppliers and other interested parties.
- We do not use advantages obtained in an unlawful, fraudulent or misleading way that goes against free competition.



How do we do it?

BioSystems

Ensuring the quality of products and services

- Complying with requirements on an international scale in the various sectors in which we operate, also identifying risks, opportunities and aspects susceptible of improvement, which enable us to define our quality objectives and develop projects to achieve them.



Respecting intellectual and industrial property and privileged information

- We undertake not to use or disclose to third parties any relevant information that is not in the public domain in order to obtain some direct or indirect benefit.
- Respecting intellectual and industrial property, both of third parties and of BioSystems itself, avoiding the disclosure of information that is confidential or protected by those rights. As well as preventing this information from being used by BioSystems professionals for their own benefit during their relations with the organisation, or in the event of ending that relation.



How do we do it?

BioSystems

Commitments by the professionals



How do we do it?

BioSystems

We work with responsibility

In BioSystems we particularly value certain qualities among our professionals:

- Responsibility and a firm focus on objectives and results
- Motivation, curiosity and an appetite for continuous growth
- Flexibility and a capacity for adaptation to change
- A proactive attitude, initiative and a capacity of leadership
- Teamwork in a spirit of humility and a respect for others
- Efficiency and interest in the optimisation of resources

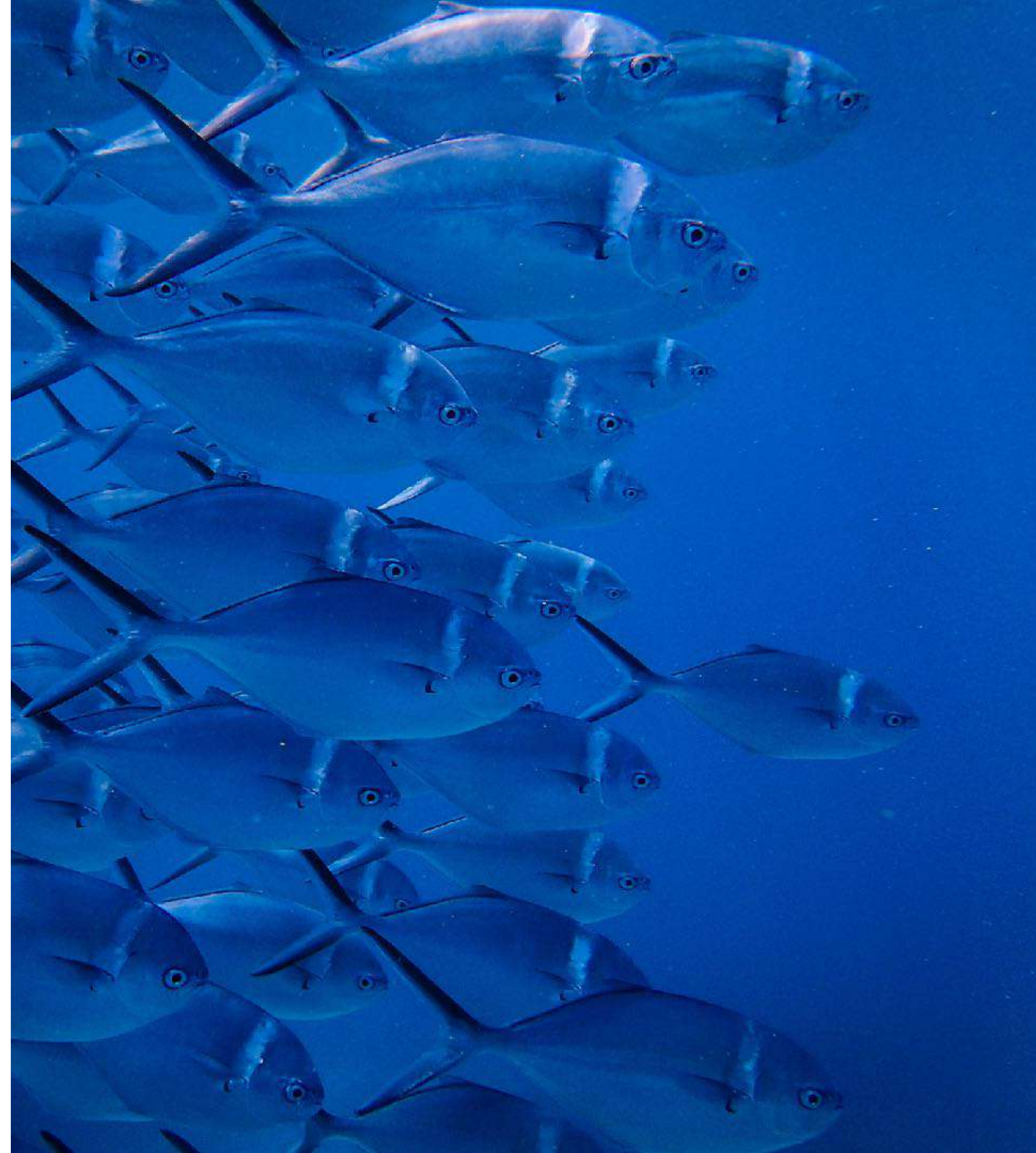


How do we do it?

BioSystems

We work for a shared purpose

And to do this, we are confident that if any of our members find themselves in a situation of conflict of interests, they will communicate it as soon as possible and refrain from any kind of negotiation involving the third parties with whom the conflict exists.



How do we do it?

BioSystems

We do our work in accordance with the regulations on safety and hygiene

- We use things in the most suitable way .
- We respect the internal rules and instructions in matters of the use and safety of all the resources available for our undertaking of the activity.
- We never use these assets for any kind of action that is contrary to legality.
- This undertaking also extends to computer and communication equipment.

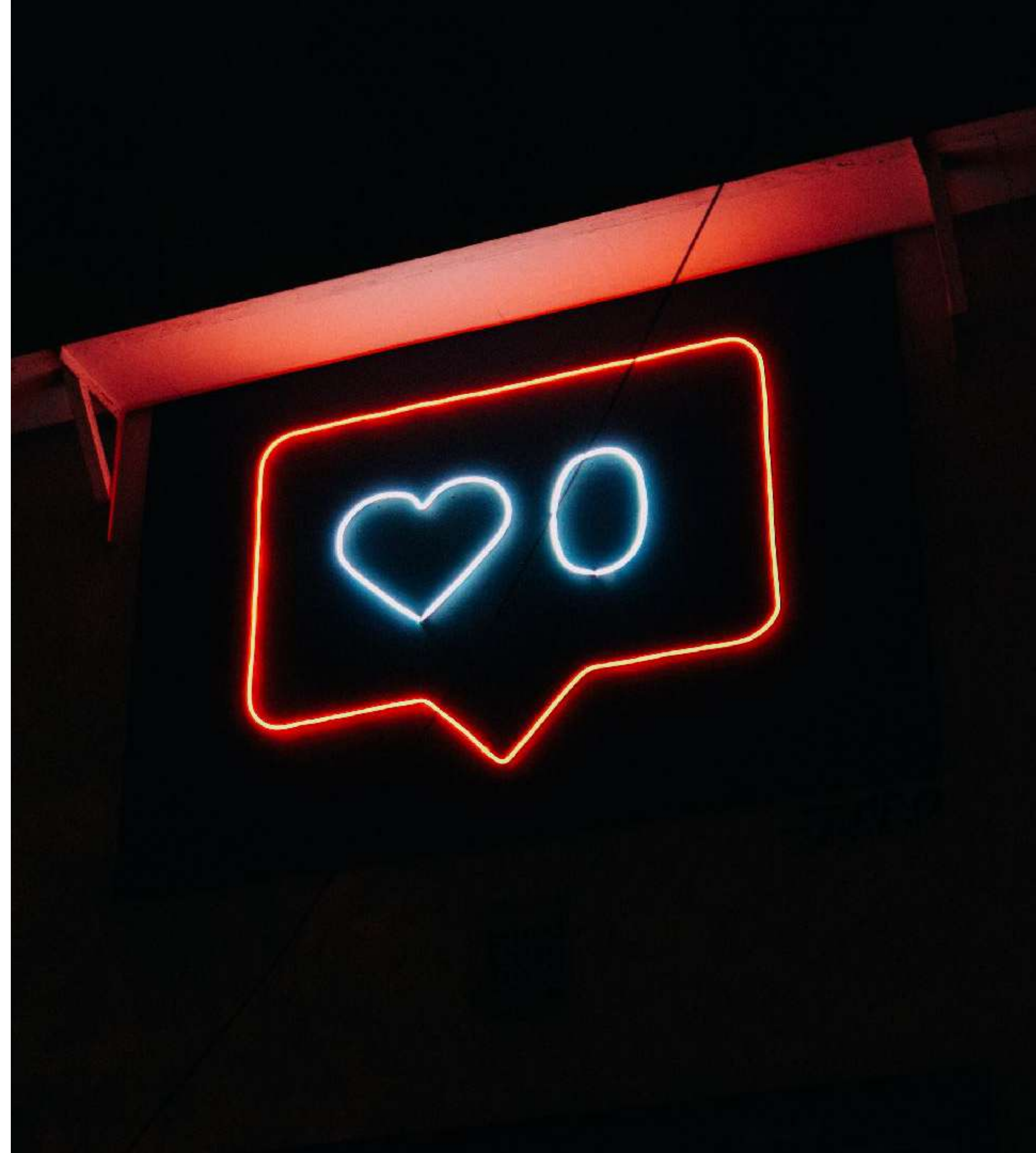


How do we do it?

BioSystems

We take care over the use of communication systems and networks

BioSystems has the right to access the systems and communications equipment and infrastructure in order to check on their correct use, with the ability to access e-mails and other contents stored in them as an exceptional matter and should it be necessary, always in accordance with current legislation.



How do we do it?

BioSystems

We work in an optimum state of health and emotional welfare

We never work under the effects of alcohol, drugs or any substance that affects our capacity to do our work. We also undertake not to possess, sell, consume, transmit or distribute drugs in the BioSystems work centres.



We guarantee an ideal work environment

In the same way and to guarantee an ideal environment to ensure that these undertakings can be fulfilled by all the professionals, in BioSystems we undertake to:

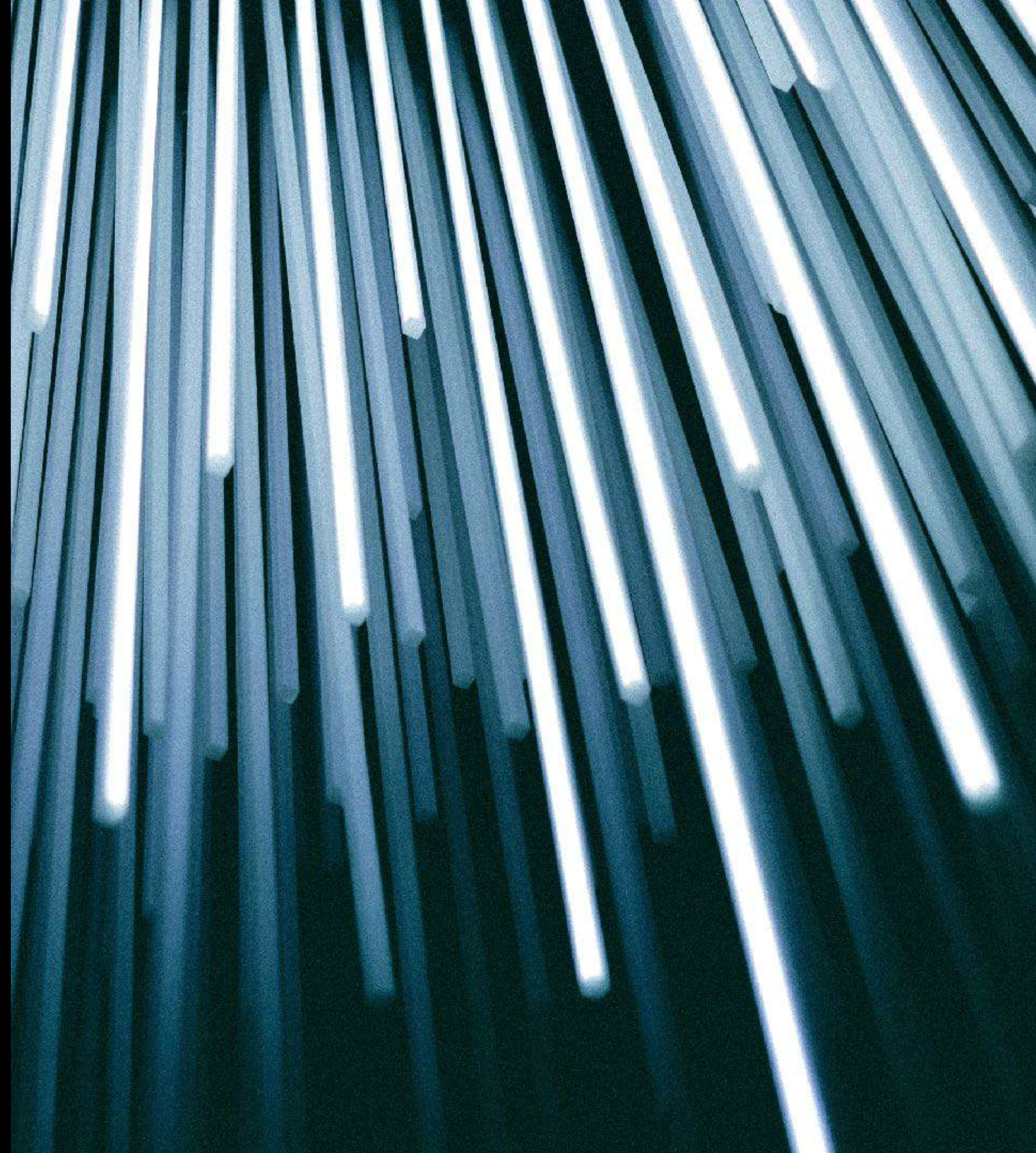
- Promote our collaborators according to their merits and competences.
- Reject any kind of abuse or violation of rights or current legality.
- Stimulate the development of the professionals in BioSystems.
- Facilitate a balance between professional life and personal life.
- Create a safe environment which meets the regulations on safety and hygiene.



Get in touch with us

BioSystems

Have you any questions
about the Code
of Conduct?



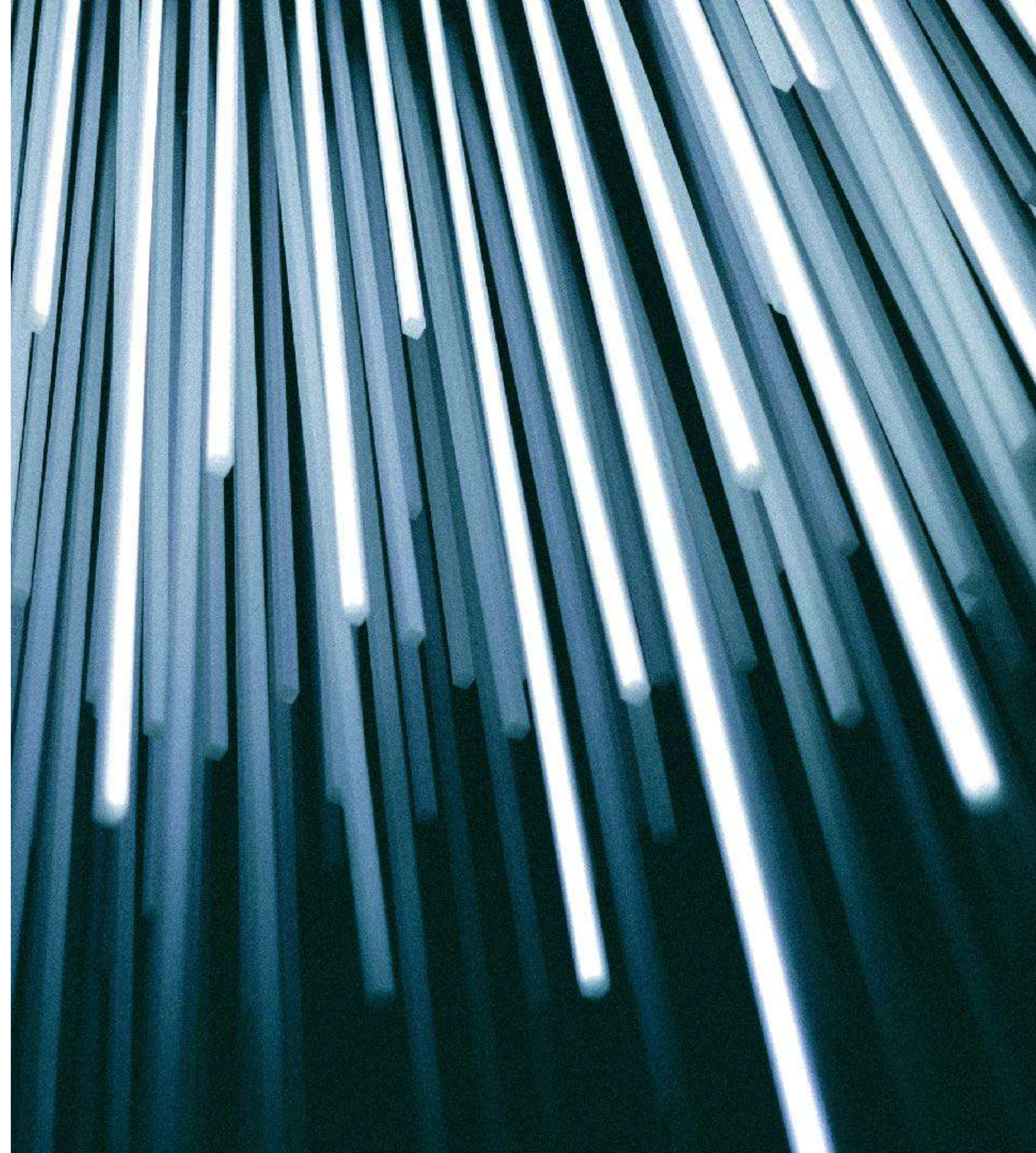
Get in touch with us

BioSystems

Have you any questions about the Code of Conduct?

It is normal to have doubts about how to act in certain complex situations. Whenever you need advice or guidance on any aspect that could be related with anything in our Code of Conduct, you can and should get in touch with the members of the BioSystems Compliance Committee:

- Teresa Cortés, tcortes@biosystems.es
- Xus Jara, xusjara@biosystems.es
- Jorge Mas, jmas@biosystems.es
- Claudi Rovira, crovira@biosystems.es



Alerts Channel

BioSystems

Do you want to
communicate an alert?

Do you want to communicate an alert?

All of us who are part of BioSystems have the obligation to raise an alert regarding possible actions or attitudes contrary to our Code of Conduct or legality. To do this, BioSystems has an Alerts Channel which offers an anonymous means of communication. All the information given is dealt with in total confidentiality. You can use this channel in the following ways:

1. Using Co-Resol: download the app on your mobile phone and put in the BIOSYSTEMS code. In this way you can communicate anonymously with the interlocutor in BioSystems that you choose;
2. By post, addressed to: Compliance Committee – BioSystems, Carrer de la Costa Brava no. 30, 6th floor, 08030 Barcelona;
3. In person, in conversation with any of the members of the Compliance Committee.

Compliance Channel

BioSystems

In the event of
any breach of the
Code of Conduct

In the event of any breach of the Code of Conduct

In BioSystems we take this business culture very seriously. Therefore, any kind of breach of this Code of Conduct and the commitment to legality that can be understood from it can cause an interruption in the contractual relationship with the supplier, client or person concerned.

In the same way, collaborators who fail to comply with our Code of Conduct or current legality can be subject to the imposition of disciplinary measures. These measures will be governed according to the regime of faults and sanctions defined in the Collective Bargaining Agreement or in the current labour legislation of application and, depending on the seriousness, can vary from a verbal warning to termination of the contractual relationship or even a report to the competent authorities.

BioSystems

human – centred biotech