



Group Code of Ethics

Introduction

Eurofins' mission, vision and values set out the conditions for our long-term success and are a core part of the way we expect employees of the companies belonging to the Eurofins Group companies to conduct themselves. They include a section on integrity that underlines our commitment to ethical behaviour and professionalism. Eurofins companies are committed to conducting business in a responsible and ethical way. In addition to the general principles stated in Eurofins values, the code below highlights many aspects of good business conduct. The latter is not intended to be limited to these areas, but the Code serves as a standing guideline in the covered topics for all businesses of the Group. The Board of Eurofins Scientific S.E. recommends that all companies belonging to the Eurofins Group adopt formal policies and/or recommendations in line with the objectives of this document and Eurofins values taking into account local legislation and customs, as well as appropriate business practices.

More generally Eurofins expects its leaders to (i) follow all legal obligations applicable in the country/company they are active in, (ii) behave in accordance with the principles laid out in the Code of Ethics, (iii) ensure that these are adhered to by all employees in their area of responsibility and (iv) behave in accordance with the "Eurofins values" and "Leadership Charter" as available on the group web site.

Employees

We will strive to ensure that the relationships with and between our employees are respectful, honest, safe and professional. Our businesses and all their employees should respect the different cultures, traditions, laws, and employment practices of the communities they do business in. We will share common goals in this matter and will be committed to good corporate values and ethical behaviour. We will strive to recognise achievement and to create equal opportunities for all employees at all levels of our businesses. In dealing with our employees we will act in compliance with national and international regulatory requirements and laws.

ILO Declaration on Fundamental Principles and Rights at Work

We support the four fundamental principles contained within the International Labour Organisation (ILO) Declaration. In accordance with local legislation and practice, we will respect freedom of association, the right to collective bargaining, employment will be freely chosen, all child labour laws will be adhered to and we will not discriminate on the basis of gender, colour, ethnicity, culture, religion, age, sexual orientation, or disability.

Equal Opportunity

We value all of our employees, for their contribution to our business. Their opportunities for advancement will be equal, and not influenced by considerations other than their performance and aptitude. Employees will be provided with the opportunity to develop their potential and, where appropriate, to develop their careers further within our group of companies.

Safety

Safety will be a natural priority and a core element of all of our activities. We will strive to construct and maintain world-class safety systems across all of our operations. We will strive to ensure that our laboratories and offices are comprehensively evaluated and meet every applicable legal and regulatory requirement.

Occupational Health

We will, as a natural priority, strive to protect the physical health of all of our employees and contractors while they are in the workplace.

Environment

We will strive to meet the challenges presented by environmental impact. Wherever possible we will prevent, or otherwise minimise, mitigate and remediate, harmful effects of our operations on the environment. We will promote, encourage and prioritise re-use and re-cycling methods throughout our business, as well as conservation of energy

Sustainability

We will strive to contribute positively to global sustainability through the operations of our business and the conduct of our relationships with all of our stakeholders.

Communities

We will always strive to ensure that our relationships with our neighbours and local communities are conducted sensitively and with mutual respect. These relationships will use active and enduring partnerships as a central and fundamental element. We will aim to promote some sharing of the economic value created by our activities, through the conduct of our community relationships.

Universal Declaration of Human Rights

We will support human rights in line with the stipulations contained within the Universal Declaration of Human Rights, and we remain committed to upholding these principles through the conduct of our activities throughout the world.

We will endeavour to ensure that these commitments extend to all of our supply chains, and will work with our suppliers and customers to ensure that they are aware and whenever possible supportive of our objectives in this matter.

Political Involvement

Eurofins will not (directly or indirectly) participate in party politics, nor will we provide financial support to political parties or politicians.

Customers

We regard mutual trust and confidence between our company and our customers as very important. We require our employees to strive consistently to deliver high levels of service, surpassing customer expectations, and meeting their changing requirements.

Suppliers

We will ensure that all of our suppliers are treated fairly and responsibly, in accordance with our agreed terms of trade. All potential suppliers will have a reasonable opportunity to win business with us. We will encourage our suppliers to conduct their activities in accordance with the values and principles laid out in this Code of Ethics.

Competition

Eurofins companies aim to compete vigorously with their competitors, but in a fair and ethical way. We will strive to ensure that our success is built upon providing product and service excellence.

Eurofins employees and leaders shall comply with national and international competition and anti-trust laws and regulations, such as but not limited to those relating to pricing strategies, market divisions, and will not undertake any arrangements or practices in violation of applicable competition laws. Employees will not discuss pricing strategies, nor undertake any arrangements or practices that may conflict with the laws applicable to the conduct of our business.

Intellectual property

Eurofins respects the intellectual property rights of third parties. Inappropriate use of others' intellectual property may expose Eurofins and its employees to criminal and civil fines and penalties. Every employee should therefore seek appropriate legal advice and formal authorization by his/her management before he solicits, accepts or uses proprietary information from others or let others use or have access to Eurofins' proprietary information. The appropriate licenses should be acquired if developing a product or service that uses intellectual property not belonging to Eurofins.

When in contact with our competitors or any third party, our employees will be required to avoid disclosing confidential information. We will not make improper attempts to acquire competitor trade secrets or other confidential information.

Conflict of interest

It is the responsibility of every employee to avoid conflicts between his or her personal interests and the interests of Eurofins and any situation that could appear to present the potential or risk of a conflict of interest even if such conflict of interest does not actually arise. A conflict of interest exists any time an employee permits the prospect of personal gain to improperly influence the manner in which he or she conducts business. In other words, an employee must be free of interest that could adversely influence his or her judgement, objectivity or loyalty to Eurofins. Examples may include but are not limited to: i) outside employment included but not limited to self-employment or consulting activities that are directly or indirectly compensated by a competitor of Eurofins. ii) Any kind of relationship with a competitor of Eurofins; iii) referral of Eurofins business to a firm where the employee or the employee's family has an interest, etc. In any event a Eurofins employee or leader should not be involved in any way with approving, managing or influencing Eurofins' business relationship with a firm or person he/she or his/her relatives is/are related to or stand to benefit from; a Eurofins employee or leader should never be receiving personal discounts or other benefits from suppliers, service providers or customers, etc.

Contract negotiations

Prior to, during and following negotiation of contracts with customers, suppliers or service providers, we prohibit any employee from negatively influencing the contents of a contract with the company for the personal gain of the employee or his/her family or related persons. In the case of supplier or service provider contracts, all employees and leaders authorised to enter into an agreement must obtain an appropriate number of bids to ensure the best possible quality and quantity of service for the most reasonable price is obtained by the contracting Eurofins company.

Where a conflict of interest might exist or appear to exist the employee must disclose the conflict or potential conflict in writing to the President or Managing Director of the company he/she works for or if he/she is the President/Managing Director, the representative of the shareholder in his/her company, and, where appropriate, ask that the contract be handled by an alternative employee or leader.

Respect of confidentiality

All Eurofins employees, leaders or contractors should formally respect all confidentiality agreements Eurofins is party to. They should never access, read, open, keep, use, disclose or forward any data, application or document - whether physical or electronic - coming from any client, third party or competitor, unless these pieces of information are either public, specifically protected by a confidentiality agreement they are adhering to or have been provided by or legally obtained from the client, competitor or the third party concerned with the intention that it be accessed, read, opened kept or used by the Eurofins employee, leader or contractor concerned and then only for the intended purpose.

Eurofins employees are expected to ensure immediate destruction or return to its legitimate owner of any unauthorized physical and electronic piece of information before they have even been read or opened.

Bribery and Corruption

We are resolutely opposed to bribery and corruption in whatever forms it may take. Our company prescribes that gifts or entertainment may only be offered to a third party, if they are consistent with usual business practice context and applicable laws in the relevant territory, are modest in value, and cannot be interpreted as a form of inducement.

It is our policy that sales of the company's products or services, and purchases of goods or services from suppliers, are made solely on the basis of price, quality, performance, value, and for the benefit of our company. Sales or purchases should never be made as the result of giving or receiving inducement from third parties in any form including but not limited to: gifts, money, entertainment, or favours in any other form.

Employees should not accept gifts, money, or entertainment from third party organisations or individuals. In all cases any gift or entertainment received that could not be politely turned down or returned, should be declared in writing to the President or Managing Director of the company the employee works for or the representative of the shareholder in that company, and, if practical, donated to an appropriate charity.

Whistleblowing

Eurofins encourages its staff to raise concerns about serious malpractice, breaches of this Code of Ethics or illegal activities within a Eurofins company and to do so with the knowledge that their action will be viewed positively and that they will be protected from victimization which may result from their reporting of these facts.

Actual or suspected criminal offences, failure to comply with legal obligations, serious health and safety risks, damage to the environment, financial and procedural irregularities, deliberate suppression or concealment of any of these should be reported to the whistleblowing point of contact mentioned both on the Company's Website and the Company's intranet site under the section "Code of Ethics".

A serious concern should normally be reported to the relevant Head of Department or the Managing Director of the company where the employee or leader works, or in the case of suspected theft or fraud to a Group Internal Auditor. Where this is not felt to be appropriate, a report may be made orally or in writing to a member of the Group Executive Committee, or to the whistleblowing point of contact. Such report may be anonymous.

The recipient of the complaint in conjunction with one other senior colleague will undertake or commission whatever preliminary investigations and consultations are necessary to establish whether or not a further and formal enquiry should be instigated.

If it is decided not to establish a formal enquiry whenever possible and appropriate, the complainant shall be informed in writing of the reasons for this decision.

Where requested, the identity of the whistleblower will be protected. There may be circumstances, however, where it will not be possible to proceed without revealing the whistleblower's identity, for example if the whistleblower's evidence is needed at a disciplinary or court hearing. Should this be the case, the matter will be discussed with the whistleblower at the earliest opportunity.

With respect to the complaint the employee will exercise due care to ensure that his/her information is accurate and correct. If an employee makes malicious allegations, disciplinary sanctions may follow.

Insider Trading

All Eurofins shareholders must abide with Eurofins insider dealing policy.

Directors, Officers, leaders and/or employees who are in possession of inside or privileged information are obliged, for as long as this information has not been made public, to refrain from directly or indirectly entering into (or recommending

others to enter into) any transaction involving the financial instruments of Eurofins to which the inside or privileged information relates and from disclosing such information to third parties.

Inside information is information of a precise nature which has not been yet made public and which relates directly or indirectly to one or more issuers, or to one or more financial instruments, and which if it were made public would be likely to have a significant effect on the prices of the financial instruments in question or on the price of related derivative financial instruments.

On behalf of Eurofins Board of Directors
Dr. Gilles Martin
Chief Executive Officer