



Code of Conduct and Corporate Integrity

Take CARE – We assume responsibility

Welcome to the CARE **Code of Conduct**

1. Social Responsibility & Sustainability
2. Relationship with our Employees
3. Compliance with Medical Device Laws and Other Regulations
4. Relationships with Business Partners
5. Anti-Trust, Anti-Corruption, Scientific Integrity, Donations & Gifts
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1. Social Responsibility & Sustainability

Many companies still follow a more capitalistic behaviour and try to earn more and more at the cost of environmental damage. This is not what we do. We actively participate in environmental protection for the common good.

- By installing a photovoltaic system, the company's entire electrical power consumption can be covered by solar energy.
- We pay attention to a resource-sparingly usage of raw-materials, respect ecological aspects in product design and ensure sensible use of packaging materials. Our packaging suppliers are certified by FSC or PEFC-certificate. The product boxes are sealed with water soluble varnish to protect the print.
- The GREEN Pregnancy Test is our first product that is environmentally friendly, as the test device is manufactured from polylactate, a biomaterial which does not harm the living organisms in our environment.

As a manufacturer and distributor of medical products, we contribute towards improving the health and satisfaction of patients. We dedicate ourselves to safe and high-quality products. We are committed to full transparency, integrity, and ethical conduct in our relations with patients, members of the health professions and public authorities. Our actions are based on local, national, and international laws, especially on the following laws and documents:

- The Universal Declaration of Human Rights by the United Nations (UN)
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work
- Fundamental Conventions by ILO (i.e. "Core Conventions")
- The UN Convention on the Rights of the Child

Following the principles above, we apply the guidance from the UN Global Compact and the Organisation for Economic Co-operation.

We have done much in the past to reduce waste and pollution and we are dedicated to do so in the future - for our business, the environment and for the people today and tomorrow.

2. Relationship with our Employees

Our employees are our ambassadors and our greatest asset. Our work culture allows an open, friendly, and respectful way of communication among our employees and their requirements and concerns.

Employee motivation is highly essential for success. To promote employee motivation, we support development and training of our employees by granting them adequate freedom and the opportunity to participate in external seminars and training courses.

Diversity is welcome: We reject discrimination on grounds of gender, national origin, age, colour, religion, sexual orientation, knowledge regarding state of health and mental or physical limitations.

Health and safety of our employees are especially important to us. We therefore attach great importance to comply with the national health and safety at work act.

We do not tolerate working conditions that conflict with international laws and regulations. We expect the same from our partners. Child employment and forced labour, as defined by the conventions of the ILO and the UN or by national legislation, are prohibited. Of course, violence and threats in the workplace are not tolerated.



Respect

3. Compliance with Medical Device Laws and Other Regulations

Our business is regulated by many national and international rules and regulations designed to protect patients, consumers, and professional users.

We seek constant improvement of product quality. Our products are designed and manufactured to fully comply with our Quality Management System and meet - in accordance with our local business partners - the necessary official standards of the markets we serve.

To fulfil the regulatory requirements and to maintain the best possible safety standards of our products, we always ensure we meet all regulatory obligations and promptly react on any adverse event.

4. Relationships with Business Partners

Business relationships just like any other relationship requires efforts to maintain and be mutually beneficial. The close cooperation with our business partners is essential to successfully develop, manufacture and market high-quality products. Clear communication and transparency are the basis for our work with our business partners, as well as shared ideas and information.

In working with us, we want to always uphold our mission and values, make sure everything we do is ethical and lawful and ensure our business relationships are open, successful, and long term. Any contact with our business partners is conducted professionally, politely and within appropriate timescales. We always try to ensure that our product information and other communications are clear, accurate and honest.

We establish and maintain professional and valuable relationships with our local business partners in our country as well as abroad in accordance with the local regulatory requirements.

We expect all our business partners to comply with their local regulations as well as the policies set out in this Code of Conduct.



5. Anti-Trust, Anti-Corruption, Scientific Integrity, Donations & Gifts

We support free competition, and we understand and respect the importance of open competition for the economy as well as the compliance with the applicable competition laws. Discussions or contacts with competitors regarding pricing, costs and conditions of sale are prohibited. Activities to restrict the trade or exclude competitors from the marketplace or boycott customers or suppliers are not permitted. Agreements with competitors concerning allocating markets or customers are not allowed.

Not fulfilling these regulations may lead to personal fines and/or damage the company.

In doing business, our aim is to comply with highest ethical standards possible. We refuse corruption, blackmail, and bribery. We do not accept any improper benefits and we are not influenced in our business decisions. Requesting benefits is prohibited, without exception. Our employees are required to comply with legal requirements in their dealings with governments, authorities, and other public institutions and to respect the rules of fair competition.

Many performance evaluation studies must take place before a product can successfully be introduced on the market. All internal and external studies are carried out according to applicable laws and regulations and without bias.

Donations must be consistent with the values and principles set out in this Code of Conduct and Ethics.

Demanding, being promised, accepting, or granting of gifts is prohibited excepting small gifts of negligible value.

6. Intellectual Property & Data Protection

Our business is based on inventions based on intellectual property and confidential information. For staying competitive it is essential to ensure that innovations won't be copied or stolen.

Our company protects its intellectual property by seeking patent, trademark, or confidential disclosure agreements.

We process personal data in accordance with legal requirements. Health information of employees or persons associated with CARE diagnostica are treated discreetly and may not be shared.

Business relations is often based on sharing sensitive data (studies etc.) and it is essential to protect all this data, otherwise it can defile the company's good reputation.

Data safety is assured by ensuring that the data will be used properly and not be made accessible to unauthorized persons. Our employees are obliged to confidentiality regarding the personal information provided as far as there are no legally permissible grounds for transferring or disclosing the personal data.

The duration of the retention of individual data complies with the archiving period that are defined by the In Vitro Diagnostic Regulation 2017/746. According to DSGVO, which came in force on 25th May 2018 (DSGVO, EU Regulation 2016/679), everyone has the right to be informed at any time about his/her personal data processed, the origin, the recipients of transmissions, and the purpose of the data usage as well as revocation and opposition.

If you assume that the processing of your personal information violates the data protection law or your data protection rights are infringed in any other way, you may lodge a claim with the relevant supervisory authority.

In case of indiscreet behaviour, the general management is promptly informed to take further steps on protecting confidential information.

Responsibility



7. Misconduct

Not following our Code of Conduct and Corporate Integrity guidelines may entail serious personal consequences and harm the company's reputation and competitiveness. It is essential that any violation of the law or the rules of our Code of Conduct and Corporate Integrity should be reported to the CEO or the Human Resources Manager.

All information regarding the report will be examined discreetly and treated as strictly confidential. There is no need to fear any disadvantages due to wrong information provided if it has been given to the best of your knowledge and in good faith.

Also not reporting known inappropriate or unethical behaviour will lead to disciplinary consequences.

8. CARE Code of Conduct Summary

We maintain a friendly and objective contact with employees, customers, and suppliers. We reject discrimination on grounds of gender, origin, age, religion, sexual orientation, knowledge regarding state of health and mental or physical limitations.

Violence and threats in the workplace are not tolerated.

We are aware of the social commitment towards our employees and those of subcontractors and suppliers. We attach great importance to the compliance with national regulations regarding employee protection and reject child and forced labour.

To maintain company success and to promote employee motivation, we support development and training of our employees by granting them adequate freedom and the opportunity to participate in external seminars and training courses.

We actively participate in environmental protection. By installing a photovoltaic system, the entire electrical power consumption can be covered by solar energy. We pay attention to a resource-sparingly usage of raw-materials, respect ecological aspects in product design and ensure sensible use of packaging materials.

Donations are given only to charitable institutions and must be approved by the general management.

We reject corruption, blackmail, and bribery. Our employees are required to comply with legal requirements in their dealings with governments, authorities, and other public institutions and to respect the rules of fair competition.

Health information of employees or persons associated with CARE will be treated discreetly and may not be shared. In case of indiscreet behaviour, the general management is promptly informed to take further steps on protecting confidential information.



Take CARE

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