

# SUSTAINABILITY REPORT

2023

[www.europabiosite.com](http://www.europabiosite.com)

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# About Europa Biosite

Europa Biosite is a leading network of six life science distribution companies, each offering a comprehensive portfolio of high-quality, innovative products for research and diagnostics. Our wide range of solutions caters to the needs of customers across the biological research, diagnostics, biotech, and pharmaceutical sectors. With millions of products available, we ensure fast delivery and expert technical support, backed by a team of over 150 skilled professionals, many with PhDs, guaranteeing exceptional expertise and service. We maintain strong partnerships with suppliers who share our commitment to quality, innovation, and sustainability. This alignment allows us to positively impact the life science sector while enhancing our competitive advantage and driving growth.

Since 2018, Europa Biosite has experienced significant business expansion, with sales increasing by 100 million SEK to reach above 700 million SEK by 2023. With over 150 employees in 16 countries across North, Central, and Western Europe, we actively serve customers and connecting with 60,000 professionals, including scientists, purchasing managers, and clinicians. Our presence across these diverse markets positions us as a key player in the European life science industry.

Europa Biosite operates as a decentralized group, allowing each subsidiary to function autonomously within its local market. This structure enables us to preserve local expertise, tailor our approach to specific regional needs, and maintain agility in responding to market demands. At the same time, we benefit from the collective strength of our network, leveraging the specialized knowledge and resources of each company. While this decentralized model offers significant advantages, we are also taking steps to harness the benefits of greater collaboration within the group.



*“Looking to the future, we aspire to further develop our success as the European life science partner of choice, raising the standard of life science distribution through continued high-performing sales growth and by facilitating entry into additional European countries.”*

# About Europa Biosite



**Biomol GmbH** has been a trusted provider to the German market for over 55 years. Based in Hamburg, Biomol offers more than 800,000 specialized research products from 56 manufacturers.

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**Cambridge Bioscience Ltd.** is established as a key player for over 40 years in the UK and Ireland. The company excels in offering high-quality products and exceptional service through its strong network of academic and industry partnerships.

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**LubioScience GmbH**, the newest and fastest-growing member of the group, plays a leading role in the Swiss market with a portfolio of over 5 million products from more than 120 suppliers. LubioScience continues to expand its reach as a top distributor of life science reagents.

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**Nordic Biosite AB**, one of the founding members of Europa Biosite, serves the Nordic and Baltic regions with a vast selection of over 5 million products from more than 100 suppliers, including its own branded lines. Operating since 1997, the company maintains legal entities in each Nordic country, ensuring a strong local presence.

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**Sanbio B.V.**, another founding member, has been a trusted supplier of life science reagents in the Benelux region for over 45 years. Offering more than 400,000 products from 60 manufacturers, the company is dedicated to supporting research and diagnostics with innovative solutions. Sanbio serves academic institutions, biotech, and pharma, providing personalized service and expert guidance throughout Belgium, the Netherlands, and Luxembourg.

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**Szabo-Scandic HandelsgmbH**, founded in 1963, has been a cornerstone of Austria's academic and biotech sectors, offering over 1.7 million life science products. Szabo-Scandic remains a critical player in meeting the research needs of the Austrian market.

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**Research Donors Ltd.**, the only subsidiary with its own production, offers unique access to human blood biospecimens optimized for biomedical research. Though based in the UK Research Donors serves a broader European market, catering to CROs, pharmaceutical companies, biotech firms, diagnostic labs, and academic institutions.

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# Chief Executive Officer's Statement

The year 2023 will be remembered across the globe as a year of significant change and instabilities. For Europa Biosite, this has been evident both internally and globally. The challenges posed by high inflation and political instability worldwide have left their mark on the company, testing our ability to adapt.

Although Europa Biosite is a relatively new group in the European life science market, its subsidiaries bring many years of experience in their respective regions and markets. Each subsidiary operates autonomously with high efficiency. When I officially stepped in as CEO in May 2023, it marked a new beginning of our journey toward integrating these individual companies into a cohesive team. By unifying key functions and aligning our operations where it makes sense, we aim to create a balanced approach that combines the strengths of local autonomy with the advantages of being part of a larger, coordinated network. To facilitate this transition, we assembled focus groups with leading experts from each subsidiary to identify synergies and share success stories. A key milestone was reached by the end of summer 2023 with the launch of our new name, Europa Biosite. This marked the establishment of a unified brand and platform from which we can present ourselves to future partners, customers, and stakeholders. Since then, we've made considerable strides in cross-functional collaboration, facilitated by merging the teams into a shared communication system. These transformations are significant for the group, but they are also necessary steps to positioning ourselves as one of the leading European distributors of life science products.

I see with excitement the many projects that are ongoing to unify our group of companies; projects that will promote synergy and efficiency. We have already implemented focus teams with representatives across company borders within the group, to further streamline the strategic work, and next big implementation is a shared CRM-system, to enable the group to work more cohesively, and hopefully, identify synergies that can lead to efficiency gains, both in terms of operational practices and financial benefits.

Our business growth up to 2023 highlights our success in establishing Europa Biosite as a key player in the European market. This achievement comes with significant responsibility, particularly in terms of sustainability. To address this, we have formed a dedicated sustainability task force across the group. Most of our subsidiaries already have robust quality and environmental management systems in place. Our current focus is on developing a unified sustainability strategy, identifying and addressing key impact areas across the group by leveraging the expertise and sharing best practices across the entire group. Together with the double materiality analysis which we plan to conduct in 2024, this will form the foundation for our strategic plan to further improve and excel in our sustainability efforts.

*Sune Schmolker*

Sune Schmolker  
CEO

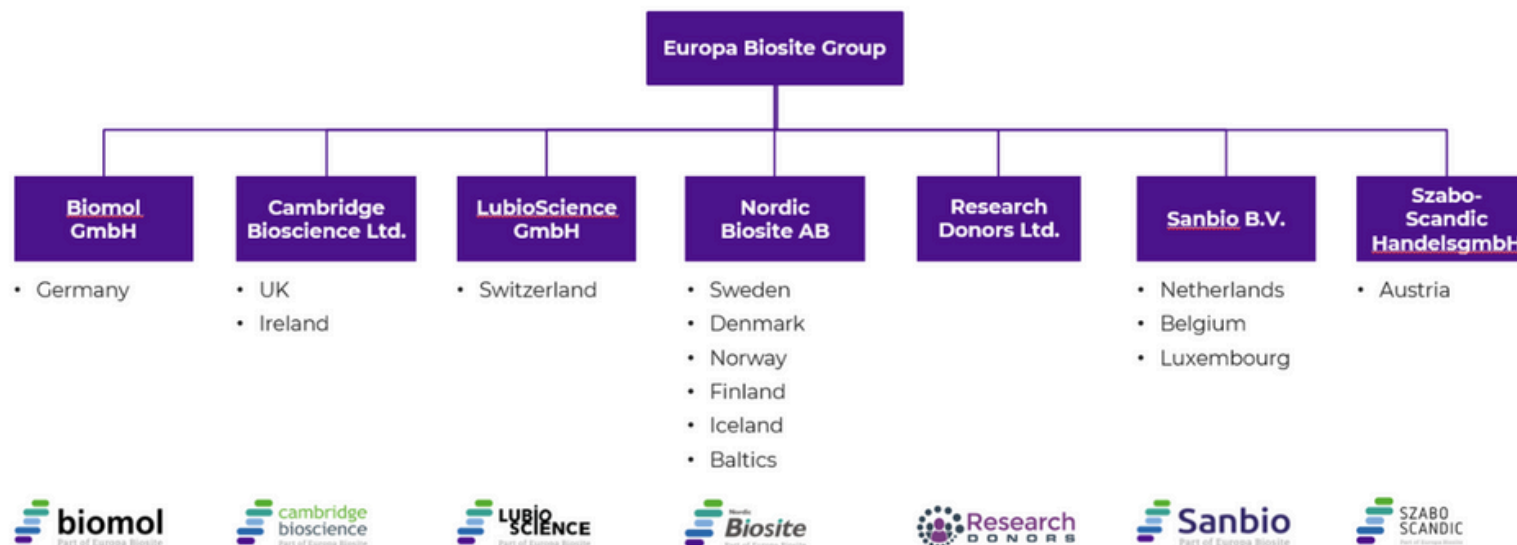


# Governance Structure

Europa Biosite Group (hereinafter “Europa Biosite”) is a subsidiary of Europa Biosite Holding AB and is majority owned by Adelis Equity Partners Holding II AB, which holds 57% of the shares. The remaining shares are held by the management and key personnel.

The Board of Directors holds the overall responsibility for governing and overseeing our sustainability initiatives and strategic direction. The Board further holds the final decision on sustainability and approves the ambitions and performance by approving the sustainability statement. The Board is composed of six members, comprised of managers at Europa Biosite, members from Adelis Equity Partners as well as external board members who bring expertise in the life science sector, investments, and extensive experience in leadership and board memberships.

Europa Biosite operates under a decentralized governance structure. While overall management and control are directed by the group, each subsidiary independently manages its own documented and executed operational processes. In 2023, to streamline sustainability efforts and establish shared strategies and goals, Europa Biosite formed a sustainability task force. This task force, made up of quality managers, operations managers, and similar roles from across the subsidiaries, focuses on collecting best practices related to ESG processes within each subsidiary. The task force is responsible for integrating sustainability into the operational workflows and reports to the management teams of each subsidiary, who in turn communicate sustainability progress to the board of directors.



## Management Systems

Central to our commitments regarding sustainability efforts is the attainment and maintenance of ISO 9001:2015 and ISO 14001:2015 certifications for quality and environmental management systems, held by most of our subsidiaries. As an example, **Sanbio** obtained its quality certification in 1997, making it one of the first Dutch biotech companies to achieve this standard.

The management system provides a structured framework for documenting and improving processes to ensure that our practices meet the needs and expectations of customers, stakeholders, and other interested parties. It enables consistent monitoring, evaluation, and continuous improvement across operations, helping to maintain high standards of quality, efficiency, and compliance. Our subsidiaries' joint environmental policies and our goals are based on material environmental aspects covering purchasing criteria, travels, energy consumption, material and waste.

Certifications	Biomol	Cambridge Bioscience	Lubio Science	Nordic Biosite	Research Donors	Sanbio	Szabo-Scandic
ISO 9001:2015		✓		✓	✓	✓	✓
ISO 14001:2015		✓		✓		✓	✓
EcoVadis	✓			✓		✓	
Cyber Essentials		✓			✓		
HTA licence					✓		
HRA approval					✓		

# Sustainability Strategy

At Europa Biosite, "*Raising the standard of life science distribution*" is more than just a slogan – it's our mission. We support scientific advancement by supplying high-quality reagents and materials to universities, research centres, and academic institutions. Through these collaborations, we contribute to the education of future researchers and innovators, while enabling cutting-edge research that benefits society.

By fostering innovation in biotechnology and medicine, Europa Biosite plays a crucial role in the development of new treatments that address some of the most urgent health challenges. Our partnerships with suppliers and customers drive research and development efforts aimed at creating breakthroughs in medicine, ultimately improving public health and quality of life while reducing healthcare costs.

We also acknowledge the responsibility of serving public and academic research institutions. By upholding the highest standards of quality and regulatory compliance, Europa Biosite ensures that today's research paves the way for tomorrow's medical advancements. Beyond our scientific contributions, we are committed to sustainability and working towards minimizing environmental impact as part of our core values.

During 2024 Europa Biosite will conduct a comprehensive materiality analysis following the methodology of the European Sustainability Reporting Standards (ESRS) which involves a structured approach that aligns with regulatory expectations while addressing strategic impact areas. The materiality analysis will serve as the foundation for the development of our group sustainability strategy including objectives, Key Performance Indicators (KPI) and action plans.



# Environmental Performance

## Climate Change

As a distributor in the life sciences industry, we face both risks and opportunities in navigating the challenges of a changing climate. Climate risks, such as supply chain disruptions, regulatory changes, and market shifts, may pose challenges to our operations. However, these challenges also present opportunities to innovate, reduce our environmental footprint, and develop sustainable offerings in collaboration with our suppliers and customers.

The first step to reduce Europa Biosite's impact on climate change is to develop an accurate baseline by calculating our greenhouse gas (GHG) emissions, which provides a clear picture of our environmental footprint and helps guide our efforts to reduce it. To calculate our emissions, we follow internationally recognized framework, such as the Greenhouse Gas Protocol Standards, which allows us to systematically measure emissions across three key scopes. Scope 1 emissions are directly generated from our own operations, such as fuel combustion in company-owned or controlled vehicles or in stationary combustion. Scope 2 emissions come from the energy we purchase and consume, primarily electricity and heating used across our facilities. Scope 3 encompasses emissions upstream and downstream in our value chain, for instance the procurement of products and services from our suppliers, as well as the transportation and distribution of products to our customers, and waste disposal.

Greenhouse Gas Emissions (tCO2e)	Europa Biosite Group	Biomol	Cambridge Bioscience	Lubio Science	Nordic Research Biosite	Donors	Sanbio	Szabo-Scandic
Scope 1	<b>147</b>	65	13	0	10	0	34	24
Scope 2 (Location-based)	<b>76</b>	15	8	0	0	18	18	17
Scope 2 (Market-based)	<b>85</b>	0	14	0	1	32	26	12
Scope 3 (Location-Based)	<b>11 334</b>	1 737	4 241	375	425	2	2 414	2 068
Scope 3-1: Purchased goods and services	<b>10 121</b>	1 571	4 036	105	12	0	2 332	1 993
Scope 3-2: Capital goods	<b>8</b>	5	0	0	0	0	3	0
Scope 3-3: Fuel- and energy-related activities	<b>155</b>	19	91	0	3	2	10	31
Scope 3-4: Upstream transportation	<b>967</b>	142	112	227	398	0	46	43
Scope 3-5: Waste generated in operations	<b>6</b>	0	3	2	0	0	0	2
Scope 3-6: Business travel	<b>56</b>	0	0	21	12	0	23	0
Scope 3-7: Employee commuting	<b>21</b>	0	0	21	0	0	0	0
Grand Total - (Location-Based)	<b>11 557</b>	1 817	4 263	375	435	20	2 466	2 109

In 2023, our total emissions across all three scopes amounted to 11 557 metric tonnes of CO2 equivalents (tCO2e). Out of this, operational emissions in scope 1 and 2 were only 2%. The majority of our emissions, 98%, are derived from our value chain, where 89% are generated from the manufacturing of our physical products and 9% from transportation and distribution. During the next years, we will continue to calculate our emissions across these scopes with increased focus on data quality and comprehensiveness. This data will be used to set a base line of which we will use to assess leverage points to emissions reduction in a climate strategy.

Europa Biosite strives to reduce the energy consumption within our operations by reviewing energy sources and taking steps to electrify our vehicles fleet when feasible. This consideration plays a crucial role in our procurement process for new vehicles and equipment related to our facilities. Furthermore, we are dedicated to minimizing paper usage and have taken steps towards digitizing our invoicing system, including the transition to electronic customer invoices.

Our total energy consumption, encompassing fuel, electricity, and heating, stands at 2156 MegaWatt-hours (MWh) for the year. Across the group **10%** of the energy consumed in Europa Biosite's vehicles are electric or hybrid as a result of implementing a Car Policy incentivising electrical and hybrid cars. Although we are supportive of utilizing alternative energy sources to decrease emissions, nevertheless it is essential for the local market to be adequately prepared for these options. For instance, **Cambridge Bioscience** utilizes hybrid cars as company vehicles and acknowledges their capacity to lower emissions. However, the absence of charging stations in the local infrastructure may necessitate the continued use of fuel instead of electricity. **Sanbio** has changed all their office light to only use LED-based sources, and an energy monitoring system is planned to be installed.

When it comes to Europa Biosite's electricity and heating in office spaces and warehouses, including refrigerators for cooling reagent products, in total **48%** of the purchased electricity is derived from renewable energy sources in the countries where we operate of which **22%** of the energy are purchased Guarantees of Origin certificates that verify the source of electricity produced from renewable energy.

A large part of our carbon emissions is derived from the transportation and the delivering of products. As a step to reduce these emissions we are currently engaging in dialogues with our distributors and evaluating alternative transportation methods. These options will be thoroughly examined during the procurement phase when we renegotiate our contracts throughout the year. A key component when evaluating these criteria will be to also be in close discussion with our existing clients to obtain insights into their view in these matters. Europa Biosite recognize the significance of suppliers as crucial stakeholders for levelling up collaboration to maximize cost-efficiency and minimize environmental impact such as emissions and pollution during product transportation. Another example in our efforts to decrease emissions is via a product type in our portfolio, a sample collection buffer that enables sample stabilisation. Consequently, this reduces transportation and shipping cost since no cooling agent or Styrofoam is required.

Since the majority of Europa Biosite's emissions are associated with the physical products that we distribute to our customers, all subsidiaries are actively working to reduce the amount of material and waste when we have the ability to control the packaging. This will not only minimize the total emissions from these activities but also contribute to a circular economy.

Leading with example, **LubioScience** is certified as a carbon neutral company in scope 1 and 2 in line with the ISO 14064-1 by accurately calculating emissions in line with the GHG Protocol and subsequently financing a reforestation project in Kenya to offset the company's operational carbon emissions while enhancing biodiversity and restoring local ecosystems. By planting native trees, this initiative aims to create a healthier habitat for wildlife and support long-term ecological balance.



Energy consumption* disaggregated by source (MWh)	Europa Biosite	Biomol	Cambridge Bioscience	Lubio Science	Nordic Biosite	Research Donors	Sanbio	Szabo- Scandic
Renewable energy sources	<b>223</b>	38	45	9	25	41	25	51
Fossil energy sources	<b>1 933</b>	249	456	3	54	46	190	187
Total energy	<b>2 156</b>	287	501	12	79	87	215	238
Share renewable fuel, electrical vehicles	<b>3%</b>	0%	67%	-	0%	-	0%	14%
Share renewable electricity and heating	<b>48%</b>	100%	4%	73%	37%	47%	18%	36%

Energy consumption from fuel have been calculated converting litres and km to MWh. LubioScience and Research Donors does not own or control any company vehicles. \*fuel, electricity, heating and cooling.

# Circular Economy

Many of our suppliers support our circular economy approach by constantly improving the recyclability of materials and reducing resource waste, which is critical for our resource inflow and outflow management. Our suppliers have taken steps in redesigning product materials as well as packaging materials to be more recyclable, particularly by minimizing the use of single-use plastics and transitioning towards more sustainable materials. These efforts align with our ISO standards and contribute to minimizing environmental impact by promoting resource efficiency throughout the product lifecycle.

## Waste Management in Own Operations

**Europa Biosite** produces approximately 19 tonnes of waste yearly. For deeper insights and a clear split between hazardous waste and non-hazardous waste, we opt to improve reporting to ensure a high-level of data quality for all reported topics. Waste management and recycling are integral parts of our office operations, and we consistently strive to improve these practices. For instance, we actively recycle coffee capsules and manage food waste effectively. A few of our suppliers are currently in the initial phases of establishing a take-back initiative for used packaging. This initiative enables the refurbishment, repurposing, or appropriate recycling of materials.

**Research Donors** has, because of their laboratory setting, a more extensive waste management since the business is laboratory based. Here, processes are in place for the appropriate disposal of Human Tissue and clinical waste, and it employs a licensed Hazardous Waste Contractor for removal of clinical waste from site and its appropriate disposal. Other waste such as non-clinical and recyclable items are also disposed of appropriately to ensure the working and clinical area is always kept clean and presentable, and to reduce environmental impact.

## Optimizing Packaging to Reduce Material Consumption

At the different Europa Biosite logistics hubs, we re-use the incoming packaging material to a large extent which helps keep both costs and volume low for purchasing new packing material along the supply chain. All subsidiaries re-use filling materials as they re-pack packages that comes from the supplier. However, when required we may need to purchase filling material and here **Sanbio** and **Szabo-Scandic** provide a good example by exclusively purchasing paper-based filling materials for packing instead of Styrofoam or plastic material.

## Innovations to Replace Plastic

**Cambridge Bioscience** have adopted innovative materials like sheep wool for packaging and transport. Sheep wool is a biobased material that is compostable, recyclable, and reusable, offering a responsible alternative to Styrofoam.

**LubioScience**, has implemented a strategy regarding distribution of their products including initiatives such as increased usage of small packages to minimize waste, recycling boxes and materials from suppliers. Furthermore, they have implemented a plastic policy which enables them to work towards replacing plastic with more sustainable alternatives.

Another example is **Szabo-Scandic** that has chosen to use Corning Life Sciences label “Corning EcoChoice” to demonstrate its commitment to offering sustainable products. “Corning EcoChoice” promotes products that are designed to reduce environmental impact throughout their life cycle. Products meet criteria such as recycled content, resource optimization and more efficient design for production with less plastic.

**Szabo-Scandic** and **Sanbio** offers environmentally friendly bio-composite materials. These products, produced in Europe, have a 50% lower carbon footprint in relation to comparable products, due to their unique composition. Additionally, due to their lightweight it reduces the impact from transportation while improving product quality.

We view these initiatives as a commendable and aspire to participate in the collaboration to implement similar solutions throughout Europa Biosite as it will assist us in efficiently managing resource outflows, ensuring that end-of-life products/packing are handled in a way that supports environmental sustainability.

## Animal Rights

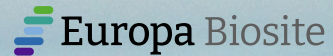
Our commitment to animal welfare extends beyond product innovation. We aim to provide products of the highest quality and precision, and to achieve this, we strive to collaborate with innovative and conscientious suppliers dedicated to reducing the use of animal-derived materials in research and manufacturing processes. This commitment not only ensures the safety and purity of our products but also aligns with our broader sustainability goals. By utilizing non-animal alternatives, we minimize ethical concerns, and the environmental impact associated with traditional biochemical production methods.

At the same time, it is currently not possible to fully understand the complex interactions within a living organism using only non-animal methods, such as cell cultures and tissues. Therefore, research involving living animals remains essential for all pharmaceutical companies in the discovery, development, and production of new pharmaceutical and medical products which is a challenge for our clients. Here, we encourage our suppliers to work together with local authorities to maintain and comply to the high-standard ethical requirements placed upon animal welfare legislation. Nevertheless, together as a team we can enhance these procedures by presenting viable alternatives where applicable.



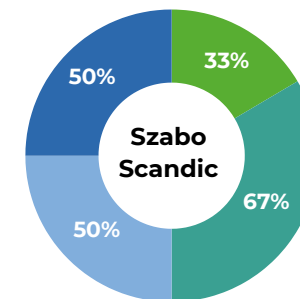
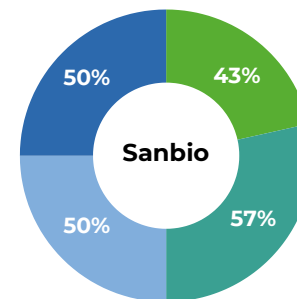
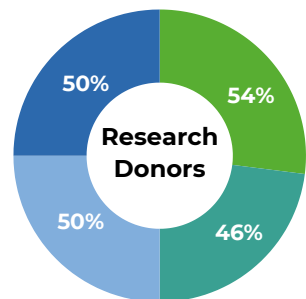
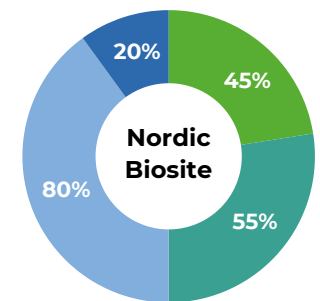
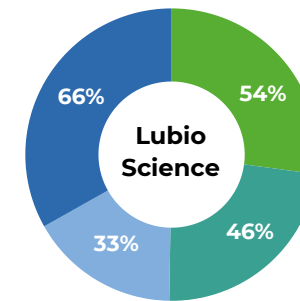
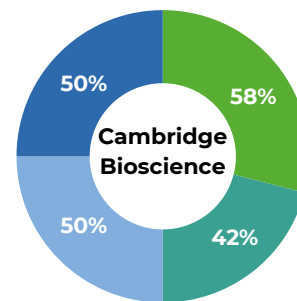
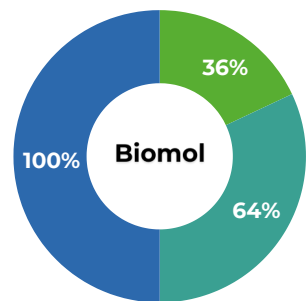
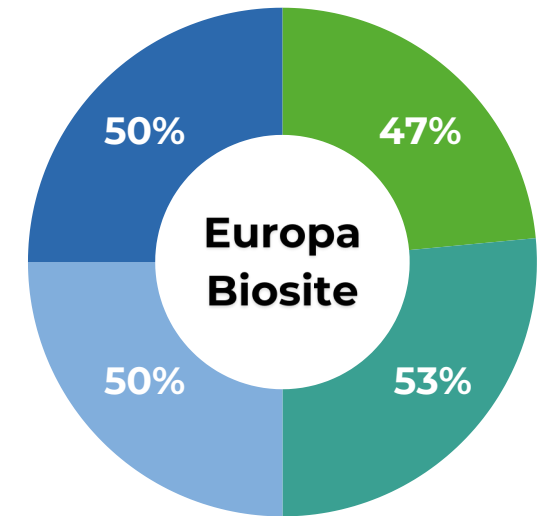
# Social Performance

*At Europa Biosite, we understand that the skill and dedication of our employees are the driving forces behind our achievements. Our team's well-being and professional growth are not just a priority; they are the very foundation of our success. We are deeply invested in nurturing an environment that fosters continuous learning and development, ensuring that our team not only meets but exceeds the intricate demands of the life science community. It is through their expertise and meticulous care that we can deliver exceptional service and support, powering the progress of scientific discovery and innovation. Our employees are the heartbeat of Europa Biosite, propelling us forward as we contribute to the advancement of global health and well-being.*



## Equal Treatment and Opportunities for All

Europa Biosite is committed to promoting diversity, equality and inclusivity. The gender distribution at Europa Biosite shows a near balance between male and female employees. Of the total 125.4 full-time equivalent (FTE) employees, **47% are female** and **53% are male**. In leadership roles, the C-Suite is equally divided, with **50% female** and **50% male** representation, indicating a strong commitment to gender equality at the executive level. Europa Biosite ensures that job descriptions align with their equality, diversity, and inclusion policy to accurately reflect job requirements in any person specifications when announcing an open position. Another clear indication of Europa Biosite's emphasis on competence is the high level of education among all its employees. We take pride in maintaining a well-educated workforce with high expertise.



Gender Distribution (FTE)

- Female Employees
- Male Employees
- Female Managers
- Male Managers

## Work-life Balance

Europa Biosite prioritize the significance of maintaining a healthy work-life balance by recognizing its importance for the well-being and productivity of our employees. We support our employees by providing flexible working hours, hybrid work arrangements where applicable and personal time off to help our workforce manage their professional and personal responsibilities more effectively. Health insurance benefits, which include therapy sessions, are also extended to enhance the well-being of our employees.

## Working Conditions

Working conditions such as working time, vacation and adequate wages are important aspects of maintaining a sustainable working environment, and to attract and retain talent. It has a direct impact on the well-being and productivity of our employees and contributes to their work-life balance, job satisfaction and overall health. Although the specific approaches may vary, all our subsidiaries promote open communication channels such as regular employee meeting, feedback mechanisms including employee surveys and social group activities.

## Health and Safety

At Europa Biosite, ensuring the health and safety of our employees is a top priority. We have implemented comprehensive health and safety policies across all subsidiaries, including regular training, inspections, and full insurance coverage. The majority of our workforce is office-based, where a common risk factor is work in front of a computer screen as an example. Many of our subsidiaries follow ISO 9001:2015 standards, ensuring that safety practices are systematically addressed and regularly audited. For **Research Donors**, we take special precautions in the laboratory environments due to higher safety and health risks. In these settings, employees receive extensive training on equipment handling and safety procedures to mitigate risks associated with biological specimens. Several subsidiaries offer health insurance and wellness programs to further support overall well-being. As of 2023, Europa Biosite reported zero work-related injuries, reflecting our commitment to a safe workplace and encouraging employees to report potential hazards so they can be promptly addressed.

## Training and Skills Development

We believe in our people and encourage professional development for our employees, which from a sustainability perspective, is critical to achieve long-term growth and operational excellence, hence we focus on continuous improvement and individual development to ensure that employees feel secure and competent.

Onboarding processes are covered by a comprehensive training plan that ensures a smooth transition and a quick adaptation to our business standards. This includes not only proper training before new employees start executing their imposed tasks, but also information and involvement to increase awareness and proficiency in our environmental responsibility. In addition, our sales specialists and technical support staff receive regular training with suppliers, increasing their skills and effectiveness in the field.

Training not only benefits personal and professional development, contributing to greater internal expertise and better service delivery. In addition, we invest in team building and personal development during staff conferences, reinforcing our commitment to creating a collaborative and supportive workplace.

# Supply Chain Management

Based on our commitment to maintain high standards of sustainability and transparency in our business practices Europa Biosite has during the last year developed and adopted a Supplier Code of Conduct. The Code is based on the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption, according to the 10 principles of the UN Global Compact.

The Code outlines that suppliers must comply with relevant laws and regulations in their operating countries. Human rights, including workers' rights as well as the prohibition of forced labour, child labour and discrimination, must be respected. We encourage our suppliers to take environmental responsibility that involves minimizing impacts and promoting resource efficiency and climate action. Business integrity is essential, with anti-corruption measures and conflict-of-interest prevention in place. The Code includes compliance mechanisms, reporting procedures, and consequences for non-compliance, such as contract termination.

Europa Biosite's suppliers are spread across the globe, including areas with potentially weaker social safeguards, making it crucial for us to be mindful of the potential risks involved in our upstream supply chain. To mitigate these risks, we have created a risk assessment tool within Europa Biosite to ensure compliance with increased regulatory expectations related to value chain scrutiny such as the Norwegian Transparency Act, which mandates specific companies to conduct due diligence activities to ensure responsible operations that uphold human rights and decent labour conditions.

The country risk assessment is based on the Freedom House Political and Civil Rights Rating and the Labour Rights Index Rating, two robust indices to measure the preconditions for human rights and labour conditions by country. Herein, we aim to assess actual and potential negative impacts on human rights and working conditions in our value chain. Following the risk assessment, Europa Biosite's policies and routines are subsequently used to define and implement appropriate measures to mitigate and prevent negative impact. During the coming year, we will continue to streamline the risk assessment and mitigation processes across the group and will start to measure and follow up this with metrics.

Many of our suppliers are already actively reviewing their own supply chain and production to meet the new requirements that will be mandatory in the future. A good cooperation in these matters is crucial where the area is complex and challenging, and all parties need to support each other to optimize their sustainability work.





# Business Conduct

## Corporate Culture

All Europa Biosite subsidiaries have a Code of Conduct and/or employee handbook that acts as guidelines to maintain and shape the corporate culture within the organization. Our sustainability governance is established on these guidelines and forms the basis for our overall framework. Going forward, we envisage to unify the group's various policies into one. This will not only be beneficial for us internally, but it will also reinforce our accountability to stakeholders and the life science industry, showing that we can work together to strive for common goals.

To ensure and monitor that the codes for the subsidiaries are applied within the organisation, various follow-up mechanisms and measures such as training, audits, and reporting systems are set up to guarantee adherence to these principles and address any violations. Europa Biosite uses a professional and science-based employee survey tool (Winningtemp) that allows for data collection of employee feedback on our company culture and welfare, and at the same time enables the employee to feel engaged and included. Our managers play a crucial role in effectively communicating and monitoring these standards, while employees are actively encouraged to report any issues they encounter.

## Reporting Incidents

Europa Biosite encourages individuals, including employees, contractors, customers, and suppliers, to report any misconduct they come across in accordance with Europa Biosite's Supplier Code of Conduct or the subsidiaries' codes of conduct. Misconduct includes a range of violations such as legal infractions, bribery, discrimination, and actions that contradict the company's fundamental principles. Reports are welcomed through closest manager, safety representatives (where applicable) or using the employee survey tool Winningtemp where the employee can be anonymous. The reports are handled confidentially and are managed by authorized personnel within the organization, in compliance with the relevant legislation in each respective country.



# Europa Biosite



**biomol**  
Part of Europa Biosite



**cambridge**  
bioscience  
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**LUBIO**  
**SCIENCE**  
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Nordic  
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**Sanbio**  
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**SZABO**  
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