Thermo Fisher Scientific Supplier Code of Conduct

Thermo Fisher Scientific has four key corporate values of Integrity, Intensity, Innovation, and Involvement. These four values form the foundation of our business, and Thermo Fisher Scientific expects that our suppliers hold these same values. This Code of Conduct outlines Thermo Fisher Scientific's specific supplier expectations that are in line with our corporate values.

Environmental Protection
Suppliers shall comply with all applicable environmental, health and safety laws, rules, and regulations. Suppliers shall have environmental, health and safety management systems that are based on ISO 14001 and OHSAS 18001.

Child Labor
Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.

Forced Labor/Prison Labor
Suppliers shall not make use of forced or compulsory labor as described in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.

Suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor or human trafficking, as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43 and the UK Modern Slavery Act 2015.

Suppliers shall respect, within the framework of local laws and established practices, the principles of Article 2 in the Freedom of Association and Protection of the Right to Organize Convention 87 and Articles 1 and 2 in the Right to Organize and Collective Bargaining Convention 98 of the International Labour Organization.

Discrimination
Suppliers shall provide equal remuneration and shall respect, within the framework of local laws and established practices, the principles of Article 1 in the Equal Remuneration Convention 100 and Article 1 in the Discrimination [Employment and Occupation] Convention 111 of the International Labour Organization.

Commercial Bribery
Suppliers shall comply with all applicable anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

Responsible Sourcing
Thermo Fisher Scientific supports responsible sourcing practices, which includes compliance with the Conflict Minerals provision of the Dodd-Frank Act. As a result, suppliers shall design and implement reasonable processes to ensure all products supplied to Thermo Fisher Scientific are "DRC Conflict Free" as defined under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

Additionally, Supplier shall assist Thermo Fisher Scientific with its conflict minerals compliance by making a reasonable, good-faith effort to answer any questions and to provide all materials requested by Thermo Fisher Scientific regarding this initiative.

Monitoring and Compliance
Thermo Fisher Scientific suppliers may never engage in any activity prohibited by this Code of Conduct by knowingly employing – or failing to impose appropriate corrective action, up to and including termination, upon a subcontractor or supplier who performs the prohibited activity on behalf of the Thermo Fisher Scientific supplier.

Compliance with Laws and Regulations
Supplier shall comply with all laws, regulations, rules, guides, ordinances and/or applicable standards. Upon request by Thermo Fisher Scientific, supplier shall also provide to Thermo Fisher Scientific any and all information or material required for Thermo Fisher Scientific, or its customers, to comply with all laws, regulations, rules, guides, ordinances and/or standards.

Our Internal Policies on Slavery and Human Trafficking
Thermo Fisher Scientific is committed to ensuring that our Suppliers are aware of their obligations and our position in relation to modern slavery or human trafficking across our global business and operations. Our Code of Business Conduct and Ethics reflects our commitment to acting ethically and with integrity in all our business relationships. All employees receive compulsory annual training on the importance of acting ethically and with integrity in every area of our business. Any employee of Thermo Fisher Scientific who observes or suspects a violation by the Company of any law, regulation or our Code of Business Conduct and Ethics, is expected to contact a member of the Company's Legal Department or to use Thermo Fisher Scientific's Ethics Hotline.