

## Supplier Code of Conduct

*"At Guerbet, we strive every day to improve the diagnosis and prognosis of patients—a mission that lies at the heart of our purpose. To fulfill this mission, we must uphold the highest ethical standards in everything we do. Ethics is not only a pillar of our corporate strategy, but also a guarantee of sustainability and credibility." (David Hale, Chief Executive Officer – Guerbet)*

Guerbet conducts all of its activities with a spirit of ethics and integrity—core values reaffirmed in its [Ethics Charter](#) which are essential to establishing a lasting relationship of trust with all stakeholders. Being mindful of the positive impact that responsible practices can generate, Guerbet actively promotes social and environmental values of business conduct in its relationships with suppliers.

This Code of Conduct outlines Guerbet's expectations and the standards of business conduct that its suppliers, as well as any individual or legal entity acting on its behalf or on behalf of its subsidiaries, are expected to observe. Suppliers are expected to fully adhere to the principles set out in this Code of Conduct, as well as to the laws and regulations in force in the jurisdictions where they operate, particularly those relating to human rights, anti-corruption, anti-money laundering, counter-terrorism financing, competition rules, personal data protection, occupational health and safety, and environmental preservation.

Guerbet strongly encourages its suppliers to share the commitments of this Code of Conduct with their own suppliers and subcontractors, and to implement an appropriate compliance program.

Guerbet reserves the right to verify compliance with the stated requirements, notably through self-assessments, questionnaires, interviews, audits, or any other method deemed appropriate. A current certificate of compliance may also be requested. In the event of non-compliance, suppliers are required to promptly take the necessary corrective measures. They are also encouraged to inform Guerbet in a timely manner of any difficulties encountered in applying the principles outlined below, or of any breach likely to affect their relationship with Guerbet.

### **1. Respect for Human Rights**

- Suppliers commit to respecting and promoting fundamental human rights, as recognized by international instruments, including the Universal Declaration of Human Rights.
- Suppliers commit to ensuring that they do not become complicit, directly or indirectly, in violations of these rights, whether in the context of their own activities or within their supply chain.

### **2. Working Conditions and Workers' Right**

- Suppliers must guarantee respect for employees' rights, as well as their health and safety at work. They must establish a work environment where employees can freely express their concerns without fear of retaliation, intimidation, or harassment. Suppliers are also expected to adopt a proactive approach to occupational risk prevention.
- Suppliers must commit to prohibiting all forms of forced labor. They must not resort to coerced labor, including forced prison labor, servitude, or human trafficking.
- Suppliers must actively support the effective elimination of child labor. They must not employ minors under conditions contrary to international standards. Employment of individuals under 18 years of age may only be considered for non-hazardous tasks, and only if these young workers have reached both the legal minimum employment age in the relevant country and the age required for the end of compulsory schooling.

- Suppliers must promote equal opportunities and combat all forms of discrimination, particularly those based on origin, gender, age, disability, religion, political opinions, or sexual orientation.

### **3. Environmental Responsibility**

- Suppliers must comply with all applicable environmental laws and regulations and obtain the necessary permits for their activities.
- Suppliers must adopt a proactive approach to reducing their ecological footprint, particularly in terms of emissions, waste, consumption, and wastewater quality.
- Suppliers are also encouraged to promote environmentally friendly technologies and to provide tangible evidence of their actions in favor of sustainable development.

### **4. Fair Competition**

- Suppliers must conduct their business in accordance with the principles of free competition.
- They commit to implementing fair business practices, providing accurate and non-misleading information, and complying with competition and antitrust laws.

### **5. Anti-Corruption**

- Suppliers are required to comply at all times with both local and foreign anti-extortion, anti-corruption, and anti-bribery laws, such as the Sapin II Law in France and the U.S. Foreign Corrupt Practices Act (FCPA), as well as any other applicable anti-corruption legislation.
- Suppliers must not, directly or indirectly, bribe any legal or natural person, whether public or private, and must reject all forms of bribery. Accordingly, no cash or in-kind payments (such as gifts, invitations, entertainment, favors, loans, job offers, luxury travel, donations, charitable contributions, or other “advantages”) may be offered, granted, solicited, or accepted on behalf of Guerbet—particularly when such “advantages” are intended to influence business decisions, reward certain behavior, or prevent actions that could disadvantage the supplier and/or Guerbet, and may compromise independent judgment.
- No intermediary may be used to carry out such acts of corruption. Guerbet prohibits its suppliers or other intermediaries from offering or making facilitation payments, regardless of whether such practices are permitted under local laws.
- Guerbet reserves the right to assess compliance with these anti-corruption requirements (through self-assessments, questionnaires, interviews, audits, or any other necessary measures) and expects its suppliers to address any identified non-compliance issues.
- Any act that may constitute a violation of applicable law, may result in the immediate termination of the contract, by operation of law and without compensation, without prejudice to any legal proceedings.

### **6. Accounting Compliance**

- Suppliers must maintain accurate, faithful, and transparent accounting. Transactions and expenses must be recorded in accordance with Generally Accepted Accounting Principles (GAAP), and documents must be retained in accordance with legal obligations.

### **7. Conflict of Interest Prevention**

- Suppliers must identify, report, and resolve any conflict-of-interest situations, including apparent conflicts of interest. They must promptly inform Guerbet of any personal or professional relationship that could unduly influence their decisions.

### **8. Compliance with International Trade Rules**

- Suppliers must strictly comply with laws relating to import, export, economic sanctions, and embargoes,

including those in force in the European Union and the United States.

## **9. Data Protection and Intellectual Propriety**

- Suppliers must ensure the confidentiality and integrity of personal and confidential data.
- They must comply with applicable laws, including the GDPR, and implement appropriate technical and organizational measures to ensure data security and integrity.
- They also commit to respecting intellectual property rights and not infringing on third-party rights.

## **10. Information Security**

- Suppliers must implement appropriate security measures to prevent unauthorized access, loss, alteration, or disclosure of sensitive information. These measures must be regularly updated to remain compliant with applicable standards.

## **11. Reporting Mechanism**

- Any situation of non-compliance with this Code of Conduct may be reported via the secure and confidential [\*\*Guerbet Ethics Alert Line\*\*](#).