

Tebubio's Quality and Corporate Social Responsibility Policy

At Tebubio, we facilitate Life Sciences Research every day, contributing to advance Science for a brighter future. Through our local offices located across Europe, we support Life Sciences and Biotechnology Researchers and organizations with a unique, holistic range of solutions to advance their projects faster. We take pride in the support we provide professionals daily, all across Europe, in their endeavors to make the world healthier and safer.

"The importance of our activities and the rules governing their exercise are underlying our quality and environmental system. This is why I ask all Tebubio teams not only to implement but also to continuously question and improve, for our customer's benefit and the benefit of those who will live on our planet after us, our quality and environmental system."

Donald van Dijk, CEO

As a company dedicated to providing high-quality products and services, we understand the importance of upholding the highest standards in everything we do and continuously improving.

This Policy outlines our strong commitment to excellence in terms of quality and Corporate Social Responsibility (CSR). All Tebubio members across Europe participate in this commitment, which is deeply embedded in our core values, our organization and the ways we operate. It reflects our dedication to deliver value not only to our customers and partners, our teams and colleagues, but also to the broader society.

This Policy serves as a guide not only for our Quality and Environmental Management System (QEMS), but also for our daily actions, providing a framework that ensures we contribute positively to science, the environment and society as a whole. As we act to be a better member of our society, we design our activities to foster social benefits and strive to mitigate any unfavorable impacts towards all of our stakeholders.

Our commitment to quality

Quality, through our pursuit of operational excellence, is at the heart of everything we do at Tebubio. Our customers and partners rely on us to provide products and services that meet the highest standards of precision and reliability. In line with our core values, we have been

ISO 9001 certified for over 20 years, ensuring that our processes are continually refined to deliver outstanding results. This certification covers the entire Tebubio group (our 9 European offices and our laboratory near Paris) and all our activities (*"Sales of reagents and services for biological research"*).

Through our QEMS, which is fully integrated into our organization, we are committed to maintaining a culture of quality and excellence throughout our operations, from sourcing and distribution to customer service. Our approach places our customers and our stakeholders at the center of our activities. Their satisfaction is key to our shared success.

Our teams are trained to uphold these standards, and we encourage a continuous improvement mindset at all levels of our organization. Therefore, we ask all our teams to systematically plan for the highest quality in all of our activities, to constantly question and look for opportunities for improvement, and to proactively seek all appropriate remedies in response to potential deviations. This implies that we foster an environment where innovation and excellence are prioritized to ensure that we consistently meet and exceed the expectations of our customers and stakeholders.

Our QEMS is coordinated by a team of pilots and several trained internal auditors regularly perform audits throughout the Tebubio group. Our certification is validated by the independent external auditors Intertek and our registration certificates can be downloaded from our [website](#).



Our dedication to preserving the planet

As a company, we recognize that the health of our planet is critical to the future of science and society. We are dedicated to minimizing our environmental impact by adopting responsible practices that support sustainability. Tebubio has been ISO 14001 certified since 2016, demonstrating our strong commitment to integrating environmental considerations into the conduct of our operations.

We actively seek to reduce our carbon footprint, waste and energy consumption. Our approach includes optimizing our supply chain for greater sustainability, favoring eco-friendly packaging, and promoting green initiatives within our facilities. To address the pressing urgency of global warming we have also joined the French Decarbonation Alliance to reinforce our greenhouse gas reduction program and ultimately improve our ecological footprint. We are also promoting biodiversity at our sites by dedicating some of our French grounds to wildflower gardens and installing beehives in these preserved gardens.

By integrating our Environmental Management System into our core operations, we aim to contribute to the preservation of natural resources, reduce our environmental impact, and foster a culture of environmental awareness within the company.

Building a better working place

Our ambitions can only prove successful thanks to the women and men who stand with us every day. At Tebubio, we value and appreciate our team and we strive to provide a safe and pleasant work environment, where all can grow with confidence.

Our culture values diversity and fairness. We have a strict non-discrimination policy and ensure that everyone is given equal opportunities, regardless of age, gender, race, religion, ethnic origin, nationality or disability. We also pay particular attention to preventing work from impeding the personal lives of our team and support all employees by valuing dialogue and their personal and professional development through training and career opportunities.

In addition to creating a supportive and positive workplace culture, we encourage open communication, collaboration and transparency throughout our organization. We regularly review our practices and policies to ensure that they meet the needs and expectations of our teams and promote engagement and job satisfaction.

Bringing more to our communities

At Tebubio, we believe that companies have a role to play in strengthening the communities they serve. We promote a culture that drives and is driven by ethics and business integrity.

We ensure that our activities are conducted in full compliance with all applicable laws and regulations, especially with regard to fair markets practices, which we consider a necessity for the procurement of optimized products and services by scientists. Furthermore, we have zero tolerance for corruption or influence peddling, regardless of the business issue. Tebubio and its members will not offer, give, or accept any valuable gifts, under any circumstances.

We strongly believe that research should be conducted in compliance with the highest ethical standards to prevent harm in achieving progress.

Biotechnology is advancing at rapid pace and may one day put an end to the use of animals in research. Until then, Tebubio contributes to the phasing out of animal use by helping our customers find alternatives to animal experiments in our services and products. In particular, we provide technologies that enable *in silico* and *in vitro* studies while limiting animal testing

and clinical trials. Where we find no alternatives to animal products, we uphold our suppliers to animal welfare standards that often exceed applicable laws, through our Bioethics Policy, and we hold all regulatory permits for products subject to the Convention on International Trade in Endangered Species (CITES).

We also ensure that all Human Biological Samples we provide have been collected in full compliance with ethical requirements, and therefore we are in possession of all donor details and all necessary permits and authorizations.

Through our products and services, we contribute to the great scientific community every day. But as members of society and many other communities, we at Tebubio also consider other communities that live and evolve around us and our commitment to CSR extends beyond our business operations. Tebubio is committed to making a positive impact on the local and global communities. That is why we pay special attention to our partners, our neighbors and all those who cross our path.

As we ambition to be sustainable in all aspects of our activities, we have placed CSR in the heart of our strategy. As a result of all the actions we have implemented as part of our CSR policy and for many years, Tebubio was awarded the Ecovadis Bronze Medal in November 2024.

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