

ATLAS ANTIBODIES - CODE OF CONDUCT

The purpose of the code of conduct is to secure a common understanding of how to act and behave in accordance with our company values and culture. This is a guide on how to follow the defined successful behaviours of Atlas Antibodies Group. The code of conduct applies to all employees, consultants, and contractors, i.e., all personnel at Atlas Antibodies and wholly owned subsidiaries (“Atlas Antibodies Group”). We also expect our suppliers, agents, distributors and representatives and any joint venture in which Atlas Antibodies Group is a participant to adhere to this Code of Conduct.

The Code of Conduct states the expected behaviour for management and employees, consultants and contracts acting within the business processes of Atlas Antibodies Group.

OUR VISION

Our Vision is “for every therapeutic discovery to be enhanced by solutions from our Group”. Through our expertise and unique heritage, provide innovative and high-quality solutions to researchers around the world. By doing so we enable ground-breaking medical discovery, better diagnosis, and patient outcomes. Our mission is to contribute to increase health and well-being globally by advancing protein science & medical discovery. This is supported by our value propositions:

Planet - Committed to scientific advancement

We live by our scientific legacy of the Human Protein Atlas, as well as acquired competences, to provide high-quality solutions for research, diagnostics, and development of antibody-based therapeutics.

Market - Reliable and customized products

Our aim is to minimize randomness, insecurities, and delays in protein research and analysis, so our customers can focus on science and break-through results.

People - Family culture and long-term view

We are a community of experts in different parts of our field. Our unique “family-style”-culture makes us work together to find better solutions for scientists. Our ownership “ecosystem” is truly long-term and make us unique.

OUR EMPLOYEES

Atlas Antibodies Group strives for a workplace where equal opportunity and employee health and safety always is the priority.

Equal opportunity - No employee, customer, distributor, supplier, or other partner is to be discriminated against on the grounds of gender, religion, nationality, age, disability, sexual orientation, pregnancy, political views, union membership, social background, or ethnicity.

Employee health and safety - We follow laws, agreements and industry standards regarding working hours, environmental health and safety, and freedom of association.

Speak up and raise concerns - We have an established process, the whistleblowing function, in which any employee or other stakeholders can raise concerns in good faith without the risk of victimization or discrimination. More information on this is available in our Employee Handbook and in our Sustainability policy.

OUR CUSTOMERS AND PRODUCTS

Quality - Atlas Antibodies Group strive towards being a reliable and well-renown supplier of biotechnological products. We want to be the preferred choice of supply for validated biotechnological products that give expected results when used by our customers. All products from Atlas Antibodies Group are designed for the highest possible performance and are manufactured using a standardized process to ensure the most rigorous levels of quality.

Customer satisfaction - We commit to keeping customer satisfaction at the center of how we manage our business. Issues are swiftly addressed in all matters which might have impact on the satisfaction of our customers. We strive towards open communications with our customers to create long-term customer satisfaction and be seen as a reliable supplier.

Animal welfare - We are committed to achieving high standards of animal welfare. We, as well as our suppliers, must respect animal welfare and work progressively towards adopting healthy and humane practices in animal treatment. We have high ethical standards in our sourcing activities and decisions and consider ways to replace animals entirely by alternative means, reduce the numbers of animals used or refine procedures to minimize distress.

BUSINESS ETHICS

Laws and Regulations - We respect and follow laws, regulations, and international conventions, including competition and antitrust laws, environmental regulations, employee rights legislation, business codes on gifts and benefits, agreements and contracts, and safety and security requirements. We seek to fully comply with the laws, rules and ethical principles that govern us. We follow the laws and regulations established by governments and authorities, which set the framework for our operations.

Confidential information and personal data - All employees at Atlas Antibodies Group have signed a confidentiality agreement in connection to their employment agreement regulating the use, storage, and communication of company confidential information. From time-to-time specific non-disclosure and confidentiality agreements will be entered into with other parties. It is of the utmost importance that these agreements are respected in accordance with their requirements and applicable laws and regulations. We acknowledge the importance of data ethics and respect every individual's fundamental right to protection of personal data. Read more about this in our Information and security policy, Data protection policy and Intellectual property policy.

Conflicts of interest - We are committed to honesty and to avoid conflicts of interest. Atlas Antibodies Group and our employees always act responsibly and ethically in our business relations. Our employees do not exploit relations with business partners for personal gain. In any given situation, for example in business decisions, the interests of Atlas Antibodies Group must be prioritized ahead of any personal considerations. A process to secure competitive practices is to be followed in all cases of tender, bid, quotation, procurement, and sourcing. We do not participate in activities which give rise to unfair competition. Being aware that membership in industry associations and attendance at industry conferences present antitrust risks because they bring together competitors to discuss matters of mutual concern. We take great care while attending meetings and events to avoid even the appearance of improper communication or coordination that could violate antitrust laws. Read more about this in our employee handbooks for our separate business units.

Bribery and corruption - We do not tolerate bribery or corruption. Atlas Antibodies Group shows openness and honesty in its relations to our business partners. Our employees do not use gifts, rewards or other improper compensation that can create questionable relations with customers, distributors, suppliers, or other partners. Our employees do not accept personal gifts or services. Our employees do not participate in business meals, entertainment, or other social events over and above accepted practice or as required for normal business activities. Read more about this in our employee handbook.

Workplace Principles and Practices - Atlas Antibodies Group strives for a workplace where equal opportunity and employee health and safety are paramount. We follow laws, agreements and industry standards regarding working hours, environmental health and safety, and freedom of association. No employee, customer, distributor, supplier, or other partner is to be discriminated against on the grounds of gender, religion, nationality, age, disability, sexual orientation, pregnancy, political views, union membership, social background, or ethnicity. Read more about this in our employee handbook and work environment policy.

Whistleblowing function –We expect our employees to promote high ethical standards and come forward to inform of any suspected incidents of deceit, corruption or similar within the company’s operations that appear to violate applicable laws, regulations or internal policies or instructions. Information regarding suspicion of improprieties should in the first instance be reported to the employee’s direct manager. If this for some reason is not considered appropriate, the employee can report the incident through our whistleblowing function on our website. The whistleblowing function is available for use not only by our employees but also for other stakeholders that has been in touch with our organization in any way, this is in accordance with the EU Whistleblowing directive adopted in the Swedish whistleblowing law.

Atlas Antibodies has a strict policy of non-retaliation regarding reporting of incidents under whistleblowing provisions. No employee shall be discharged, demoted, suspended, threatened, harassed, intimidated, coerced, or retaliated against in any other manner as a result of making a good faith complaint or assisting in the handling or investigation of a good faith complaint. Employees who in good faith make a complaint or participate in an investigation or proceeding under this policy, however, remain subject to the same standards of performance and conduct as other employees.

SUSTAINABILITY

In Atlas Antibodies Group we believe that sustainability is a prerequisite for creating long-term value. We define sustainability as the delivery of long-term value in economic, environmental, and social terms. Our approach to sustainability is described in our sustainability policy.

DOCUMENT SOURCE INFORMATION

As the basis of business sustainability, our business behaviors and this Code of Conduct are aligned to the Ten Principles of the UN Global Compact.