

abcam



Abcam supplier code of conduct

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Abcam supplier code of conduct

"Ethical conduct from each of us is essential and non-negotiable at Abcam. This means that as we live our values, including being customer focused, open and collaborative, we live them in an ethical way. Doing so is the only path to being the trustworthy partner to help life scientists discover more, faster."

Alan Hirzel, Chief Executive Officer



Discover

More

Faster



Abcam's commitment to an ethical supply chain

Abcam's ambition is to become the most influential life science company for researchers worldwide. We want to be valued for the high quality research tools we provide and trusted for the way in which we work. Underpinning our ambition is Abcam's reputation for ethical business practices and high standards of integrity.

As part of the manufacturing and delivery of our product portfolio we partner with a number of third party suppliers. Abcam's suppliers are an integral part of helping us to supply high quality research tools to researchers. We select suppliers that adhere to high quality and ethical standards, and monitor their performance through audits, reviewing the progress of any corrective action plans and measuring of key performance indicators.

We are focussed on developing our trading partnerships and continually improving the value and integrity of those relationships. Abcam promotes innovation and strives for quality, product offerings and product availability to support our customers in their research. Just as our customers require Abcam to adhere to strict standards when providing them with goods and services, it is important that our suppliers do the same when they supply goods and services to Abcam, so that we have an ethical supply chain.

We expect our suppliers to demonstrate a culture that reinforces ethical and lawful behaviours and ensures all aspects of its business comply with all applicable laws and regulations, both in the country in which the supplier operates, and in the country to which the service or products will be supplied.

We have developed this code of conduct for suppliers so that it is clear how we expect our suppliers to do business.



Anti-bribery and corruption

At Abcam, we have a zero-tolerance approach to bribery and other form of corrupt business behaviour.

We expect our suppliers likewise to have a zero tolerance approach to bribery and corruption and to comply with applicable anti-bribery and anti-corruption laws and regulations and industry standards. As Abcam is headquartered in the United Kingdom, this includes complying with the UK Bribery Act 2010.



Our expectations of suppliers include the following:

- Suppliers must not bribe any person or organisation, whether private, public or governmental, and suppliers shall not accept any bribes. No intermediaries, such as agents, advisers, distributors or any other business partners, may be used to commit acts of bribery.
- No facilitation payments are permitted, irrespective of whether or not local law permits them.
- Gifts, hospitality, and entertainment should be modest, reasonable and infrequent, so far as any individual recipient is concerned. They should never be offered or provided with the intent of causing the recipient to do something favouring the supplier and/or Abcam or to refrain from doing something disadvantaging the supplier and/or Abcam.
- We expect suppliers to have policies or guidelines in place that define under which circumstances, or within what limits, employees are allowed to receive gifts or favours from external companies with whom the company does business.
- Any benefit given to a public official must fully transparent, properly documented, and accounted for, in accordance with all applicable laws.
- If a supplier chooses to make political contributions, they must be made in compliance with all applicable laws, regulations and industry codes and standards, and must not be made with the expectation of direct or immediate return for the supplier or Abcam.
- Our suppliers must keep accurate and up to date books and records that document accurately and in reasonable detail all matters relating to the supplier's business with Abcam, accounting for all payments made and received and all other advantages given and received by it in connection with any agreements with Abcam.
- Abcam may audit the supplier at any time upon reasonable prior notice to ensure its compliance with these standards and to confirm all payments made by Abcam and to third parties.
- We expect our suppliers to work with their suppliers to ensure that they comply with the above expectations.



Employment practices

Abcam takes its responsibility to protect human rights very seriously. We expect our suppliers to uphold the human rights of workers and maintain a culture of dignity, respect and equal opportunities.

Modern slavery

As we are headquartered in the United Kingdom, we are subject to the Modern Slavery Act 2015, and are required to ensure that slavery and human trafficking is not taking place in our entire supply chain, even if it is outside of the UK.

We do not tolerate slavery or human trafficking in our supply chain. We will never knowingly deal with any organisation which is connected to slavery or human trafficking.

Suppliers must not use child labour in circumstances such that the tasks performed by any such child labour could be reasonably foreseen to cause with physical or emotional impairment to the development of such child. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment and the age established for completing compulsory education.

Suppliers must not use forced labour of any kind, including prison, indentured, bonded or enslaved labour. Acts of human trafficking are also prohibited. Suppliers are required to monitor any third party which assists them in recruiting or hiring employees, to ensure that people seeking employment at their facilities are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views.

Non-discrimination

Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons of race, colour, age, sexual orientation, ethnicity, political affiliation, marital status, religion, disability or gender must not be tolerated.

Fair treatment

Suppliers shall provide a workplace free from corporal punishment, mental, physical, sexual or verbal abuse and must not use cruel or abusive disciplinary practices in the workplace.

Wages, benefits and working hours

We expect our suppliers to pay each employee a fair wage and provide each employee with all legally mandated benefits. Suppliers must also comply with the laws on working hours and employment rights in the countries in which it operates.

Freedom of association

We require our suppliers to be respectful of their employees' freedom of association and right to join and form independent trade unions.





Health and safety

We expect our suppliers to carry out business in an environmentally responsible manner and promote a safe and healthy workplace for all of its employees, including for any company-provided living quarters and for those who work on their behalf worldwide.

Suppliers shall:

- protect workers from over exposure to chemical, biological and physical hazards, physically demanding tasks
- have programmes in place to prevent or mitigate catastrophic releases of chemicals
- identify and assess emergency situations, and minimize their impact by implementing emergency plans and response procedures
- make available information relating to hazardous materials – including pharmaceutical compounds and pharmaceutical intermediate materials – to educate, train and protect workers from hazards.



Environment

We require our suppliers to manage business activities in a way that, as far as practical, conserves and protects natural resources and minimises the generation of waste through avoidance, reuse and/or recycling, in compliance with applicable environmental laws and regulations.







Animal welfare

Abcam is committed to achieving high standards of animal welfare. Our suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals. 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 minimise distress.

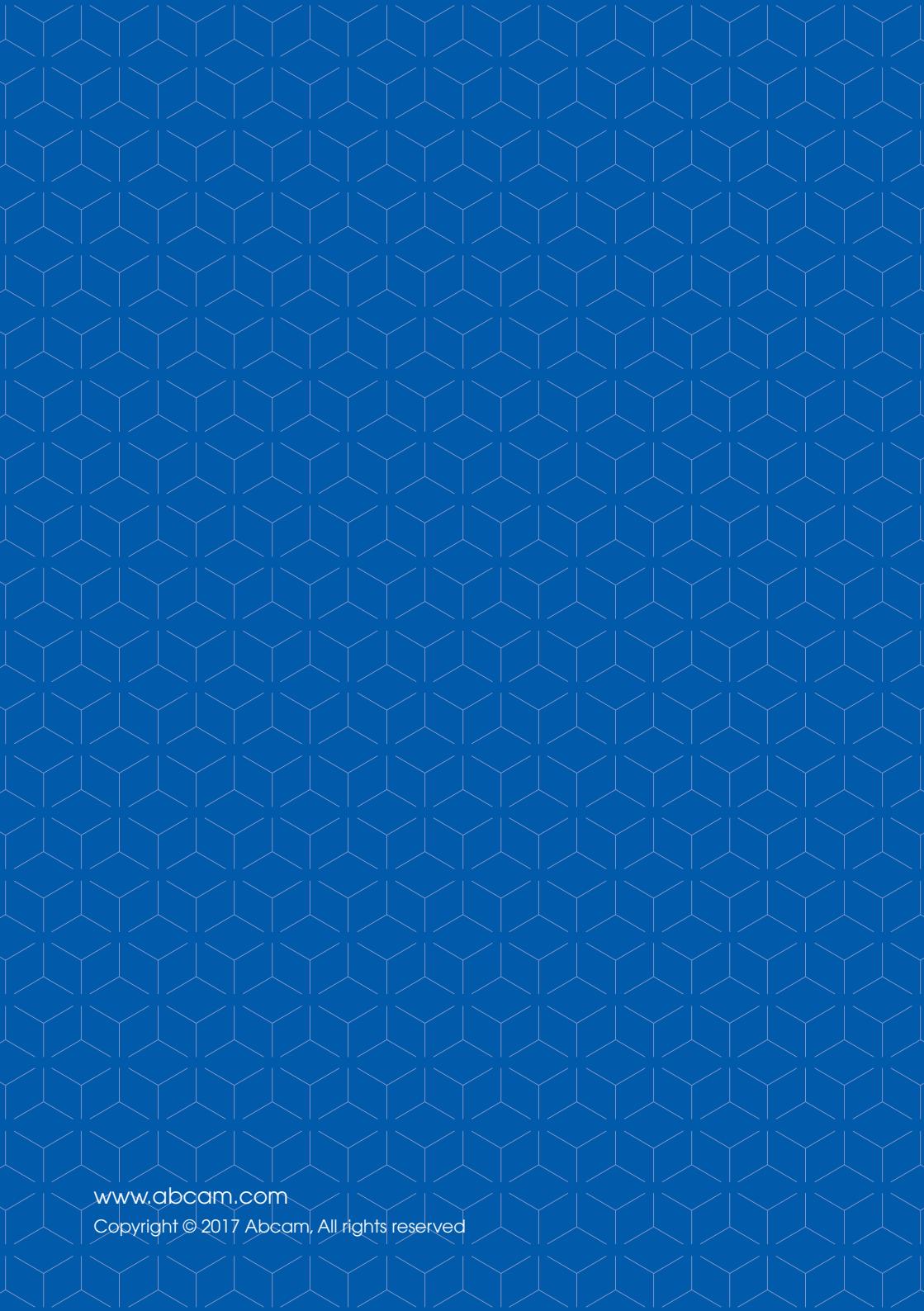




Human tissue

Suppliers of material derived from humans must comply with applicable laws and regulations regarding the procurement, use and storage of human tissues, and must have been sourced with full prior informed consent and without financial reward.





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