Statement of due diligence at Nordic Biolabs AB

1 Introduction due diligence

This report has been prepared in accordance with the EU Directive on sustainability due diligence concerning fundamental human rights and decent working conditions. The Directive establishes an obligation for certain companies to carry out due diligence in their operations and across their value chains to prevent and mitigate adverse impacts on human rights and the environment. Such negative impacts include forced labour, child labour, and environmental degradation.

The aim of the Directive is to ensure that industry contributes to a sustainable transition of the European economy through harmonised rules, competitive neutrality, and legal certainty within the EU's internal market.

2 Introduction

a. Contact information

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b. Due diligence work at Nordic Biolabs

The Directive aims to promote corporate respect for fundamental human rights and decent working conditions. Its purpose is to prevent human rights violations and unacceptable labour practices within companies, among their business partners, and throughout their supply chains.

This statement outlines Nordic Biolabs' procedures and practices and describes how we work to meet the Directive's requirements. The report is publicly available through publication on our website. – www.nordicbiolabs.se.

3 About the activities

a. Organisation and field of activity

Nordic Biolabs AB is a leading supplier of laboratory equipment, consumables and reagents in the Nordic market. Our customers include all types of laboratories in hospitals, universities, as well as in the pharmaceutical and biotechnology industries, defense, government agencies, and the food and packaging industries. Our parent company Nerliens Meszansky is situated in Norway. Our 30 employees have a high level of expertise in a broad scientific field and always strive to guide our customers to the best solution based on their needs. We

have a solid service organization for safe and trouble-free operation and maintenance of equipment.

b. Internal guidelines

Occupational safety and health is grounded in several laws and regulations, which are documented and assessed within our management system. The system incorporates ISO standards for quality and environmental management and serves as a tool for meeting applicable laws, as well as the requirements of authorities, customers, suppliers, and other stakeholders. It also supports continuous improvement across our operations. The system is tailored to our business, and we have established procedures to ensure that it is regularly reviewed, updated, and effectively implemented.

The system includes, among other things:

- Procedures, documents and checklists to meet the requirements for work environment and quality assurance
- Reporting and management of undesirable incidents (work environment) and deviations, both internally and externally
- Reporting and management of changes
- Supplier selection and follow-up procedures
- Ethical guidelines - Code of Conduct
- Ability to report reprehensible conditions, Whistleblower function

Ethical trade is essential for ensuring sustainable development and safeguarding the ability of future generations to meet their needs. We therefore strive, as far as possible, to collaborate with producers and suppliers operating in Europe or the United States—regions with established legal frameworks and systems that promote ethical business practices. Our ethical guidelines help ensure high standards of conduct and responsible business behaviour.

We work to ensure that human rights, labour rights, development, and environmental considerations are respected throughout the entire value chain. We strongly oppose unacceptable working conditions, child labour, and environmental degradation, as these practices undermine sustainable development.

Furthermore, we strive to assume broad social responsibility by counteracting illegal and unethical behaviour, including corruption. We are members of the industry association Swedish Labtech and follow the Collaboration Regulation established for the sector. Our ethical guidelines help maintain confidence in our competence, impartiality, judgement, and integrity.

The ethical guidelines may be used as an appendix to contracts and serve as a quality standard. We act transparently and predictably towards both existing and potential suppliers and seek to collaborate with suppliers who adhere to ethical principles.

Our suppliers are encouraged to present their own Code of Conduct or, alternatively, to formally approve Nordic Biolabs AB’s Code of Conduct. If we identify significant deviations from these standards, we will take appropriate measures to drive improvements. Should these improvements not be implemented, we will terminate the cooperation.

We avoid as far as possible the purchase of products, or the choice of manufacturers, from countries where there is both national and international support for boycott. All contact our employees have with existing and potential suppliers, which includes participation in meetings, trips and seminars, must be approved in advance by the immediate manager. Gifts of significant value should not be accepted by employees.

Furthermore, it is important that the partners we have pay the right tax in the right country and work in a way that promotes competition on equal terms.

Nordic Biolabs is collectively affiliated, and we strive to maintain a sound and constructive relationship with all employees. Any issues that may arise must be managed in a way that minimises negative impacts on the employee, our operations, and the industry as a whole. Employees are expected to uphold professional integrity in their work and must not be subjected to undue pressure from colleagues, management, or external stakeholders that could compromise work quality or our independence. All employees are required to comply with confidentiality obligations, both during their employment and after it has ended.

A system is in place for reporting misconduct or other inappropriate conditions, and it is accessible to all employees. The fundamental principles governing the reporting process are as follows:

- All warnings must be taken seriously and handled anonymously.
- Our communication must be characterized by openness and honesty.
- Reporting should mainly follow the established process path.
- All parties in a process must be taken care of in a good and orderly manner.

Risk assessment is actively used in the organization to ensure the best possible use of resources and to evaluate the context of our strategy. Risk assessment serves as a management tool at all levels of the organization.

Our management model structures work processes, procedures, roles and areas of responsibility. It contributes to consistency, predictability and clarity in everything we do.

4 Business Assessment - Due Diligence

a. Overview of the company's assessment of the business

Nordic Biolabs AB is ISO 9001 and 14001 certified and accredited according to ISO 17025. The operating system includes an assessment of our own operations and our suppliers. The business complies with Swedish law and applicable guidelines. Supplier assessments are conducted regularly. We assess the risk of human rights and environmental violations based on the countries in which the suppliers produce their goods.
https://www.globalrightsindex.org/en/2022

b. Company supply chain and business partners

Nordic Biolabs collaborates with numerous product and service providers and we perform regular assessments. Before choosing a collaboration with a supplier, we go through a procedure where we assess the supplier based on whether they have:

- Quality system that follows a standard (t.ex. ISO 9001)
- Health and safety legislation and occupational safety and health in force in the country of manufacture
- the labour law, including legislation, on the minimum wage, and the social security cover in force in the country of manufacture
- Guidelines for the external environment (t.ex. ISO 14001)
- Ethical guidelines and implement due diligence
- Necessary CE marking (CE-IVD, CD-MDR etc.)
- REACH and CLP regulations
- Follows the ILO's ten basic conventions
- UN Convention on the Rights of the Child, Article 32

The ILO's basic conventions are ten and concern five different areas:

- freedom of association and collective bargaining (ILO 87 and 98)
- forced labour (ILO 29 and 105)
- child labour (ILO 138 and 182)
- discrimination in employment and occupation (ILO 100 and 111)
- safe and healthy working environment (ILO 155 and ILO 187)

5 Measures to stop, prevent or limit negative consequences

If our suppliers are unable to provide documentation that they maintain the conditions described above, we will ask for information on whether they plan to implement these and within what timeframe this is intended to happen. We relate to the specified timetable and follow up that it is complied with. If the supplier has not taken the necessary action, we will request feedback again and set a shorter deadline for implementation. If implementation still does not take place accordingly, the collaboration will be terminated.

6 Results and follow-up of measures

a. Nordic Biolabs selects its suppliers and partners based on dialogue before contracts are signed. This dialogue is systematic and part of our business system.
b. If it turns out that there are reprehensible conditions at our suppliers, we will take action and follow up on these as described in section 4.
c. We expect all our suppliers to respect and comply with basic human rights and to have decent working conditions for their employees.
d. Upon discovery of adverse impacts/material risk to what is described above, we will ask the company to remedy this. Nordic Biolabs will offer help and guidance. If no action over a reasonable period of time helps, we will as a last resort report the company to the police and terminate all cooperation.

Täby March 2026

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