



Environment, Health & Safety (EHS), Human Rights, Anti-Bribery, Anti- Corruption and Anti-Money Laundering Policy Statement



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1. How We Do Business

MRC Holland is a well-established Amsterdam-based family company with a mission and vision that define how we conduct business. We manufacture and distribute assays for genetic testing worldwide.

***Our vision** is to provide simple genetic tests to help with important medical decisions.*

***Our mission** is to provide easy-to-use, high-quality and affordable genetic tools for diagnostic and research purposes.*

We believe that upholding a solid ethical base is crucial for sustainable business success. In particular, this activity should be conducted with respect for the environment, taking sustainability into account, and with respect for people, their dignity and their rights.

We are committed to monitoring and improving our Environment, Health & Safety (EHS), Human Rights, Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy Statement to ensure clear communication with our employees and other relevant stakeholders.

2. Policy Statement

We are committed to meeting the need of our employees, customers and the community we work with by ensuring a healthy and sustainable workplace. To this purpose, we have established an EHS, Human Rights, Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy Statement that enables us to monitor progress and improve our systems through the following measures:

- We respect and protect the environment by promoting sustainable mobility for our employees and, when possible, for the shipment of our products. In addition, we recycle waste and consider sustainability an important factor when choosing our building materials (e.g. for renovations and maintenance), during the development and design of our devices, and when planning our marketing campaigns.
- We are concerned about matters affecting the safety and health of our employees. To support both their physical and mental health, we offer several initiatives including partial reimbursement for a sport subscription, weekly chair massages, in-house yoga classes, among others. To prevent injury and physical/mental complaints, our work environment is in accordance with general health and safety requirements, employment agreements, local law and regulations.
- We examine the relevant occupational health and safety (OHS) hazards and risks, and the results are communicated, actions are initiated and implemented for improvement through an action plan to raise awareness within the organization about occupation safety issues.
- We are committed to promoting equal opportunity and eliminating discrimination in all aspects of employment. All candidates, regardless of background, gender, ethnicity, age, or other characteristics, are welcome to apply at MRC Holland and have equal opportunities for employment.
- We are committed to treating every person with dignity and respect. We strive to establish a work environment that is free from any form of violence or harassment that threatens, intimidates, or coerces another person. We encourage to report complaints by speaking

with a supervisor and presenting concerns to our Human Resources Department or a Confidential Counsellor.

- We keep track of and improve EHS performance by setting goals.
- We welcome business partners who adopt environmental protection measures and avoid triggering negative consequences for the environment and safety as far as possible.
- We reject any form of bribery and corruption and do not accept them under any circumstances.
- We are committed to observe applicable anti-money laundering laws while conducting our business, which includes the prohibition and actively prevent money laundering or funding of terrorist/criminal activities, and tax evasion.

This Environment, Health & Safety, Human Rights, Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy Statement will be regularly inspected and communicated to all employees of the organisation, as well as being made available to anyone outside of the organisation and members of the public, upon request.