



## **Supplier Code of Conduct**

Quidel Corporation (collectively with its subsidiaries, “Quidel” or “Company”) prioritizes a healthy and safe workplace environment by complying with all applicable laws and regulations relating to minimum wages, working hours, overtime, and benefits. We value our employees, including workers employed through suppliers, vendors, and other third-party services, and strive to provide a workplace where employees can fulfill their potential in a conducive environment. Hence, Quidel’s **Supplier Code of Conduct (SCOC)** outlines the basic requirements that must be met by suppliers, vendors, and other third-party providers in order to do business with Quidel. Similar to Quidel’s Workforce and Labor Rights Policy, the SCOC is based on internationally accepted labor standards and guidance, including the United Nations Global Compact and the International Labor Organization (ILO).

### **Business Ethics**

Suppliers must be wholly compliant of all applicable laws and regulations relating to labor, worker health and safety, and the environment. Suppliers must enforce a zero-tolerance policy for anti-bribery, anti-corruption laws, competition and unfair business practice laws, restrictions on advertising activities, and any laws, regulations, and codes that pertain to healthcare professionals, healthcare organizations, and government officials, with any business partners, government officials, or any Quidel representatives.

All parties working on behalf of Quidel must act with integrity and should maintain a transparent work environment. Business decisions should not be influenced by improper personal interests or relationships. Additionally, suppliers must be transparent about all policies, processes, and records applicable to their operations and their compliance with this SCOC. All records provided to representatives of Quidel must be complete and accurate, including but not limited to documents related to payroll and timekeeping records.

Any concerns or comments regarding supplier misconduct should be reported to Quidel’s Compliance Helpline at 888-263-8707 or [www.ethicspoint.com](http://www.ethicspoint.com).

### **Voicing Concern**

Suppliers must cultivate a work environment where employees feel comfortable reporting concerns or illegal activities without the threat of reprisal, retaliation, intimidation, discrimination, or harassment. If such a complaint were to occur, suppliers must thoroughly investigate and take corrective action in a timely manner.

### **Animal Welfare**

Quidel does not undertake any animal testing or outsource any animal testing to any third party.

### **Materials on Conflict Minerals**

Suppliers will need to track and report the use of any conflict minerals in any materials supplied to Quidel, as stated in the Company's [Conflict Minerals Policy](#).

### **Confidentiality**

When a supplier acts on behalf of Quidel, all workers' personal information is to be safeguarded and subject to proper usage, including those of Quidel's customers, patients, employees, and subcontractors. Suppliers shall not disclose any confidential information pertaining to Quidel without the explicit consent of a Quidel representative. All operational information is to be kept confidential unless it is widely available on a public domain. For more information, please refer to [Quidel's Code of Business Conduct and Ethics](#).

### **Human Rights and Labor**

Quidel is dedicated to providing all employees with a great place to work where all employees are treated with respect and dignity. This also extends to Quidel's suppliers, vendors, and all third-party providers.

Accordingly, suppliers must commit to providing a work environment free from unlawful harassment or discrimination based on any protected characteristic. Harassment or discrimination on the basis of an individual's race, religion, color, national origin, ancestry, citizenship, military or veteran status, physical or mental disability, sex, pregnancy (including childbirth, lactation, or related medical conditions), gender, gender identity, gender expression, age (40 and over), genetic information (including testing and characteristics), or any other considerations made unlawful by applicable federal, state, or local law is illegal and prohibited by Company policy.

This policy applies to all persons involved in operations under contract with Quidel. Prohibited conduct by or towards an employee, contract worker, customer, vendor, or anyone else who does business with Quidel will not be tolerated. Any employee or contract worker who violates this policy will be subject to disciplinary action, up to and including termination of his/her employment or engagement. To the extent a customer, vendor, or other person with whom the Company does business engages in conduct in violation of this policy, the Company will take appropriate corrective action.

### **Prohibited Conduct**

Sexual or other unlawful harassment includes any verbal, physical, or visual conduct based on sex, race, age, national origin, disability, or any other legally protected basis if:

- i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or engagement;
- ii. Submission to or rejection of such conduct by an individual is used as a basis for decisions concerning that individual's employment or engagement; or
- iii. It has the purpose or effect of unreasonably interfering with an employee's work performance or creating a hostile or offensive work environment.

Sexual harassment also includes various forms of offensive behavior based on sex and includes gender-based harassment of a person of the same sex as the harasser. Examples of sexual harassment include unwelcome sexual advances, requests for sexual favors, lewd, vulgar or obscene remarks, derogatory jokes, posters or cartoons, and any unwelcome touching, pinching, or other physical contact. Other forms of unlawful harassment may include racial epithets, slurs and derogatory remarks, stereotypes, derogatory jokes, or posters or cartoons based on race, national origin, age, disability, or other legally protected category.

### **Forced/Child Labor**

Suppliers must not use forced labor in any form and only employ those who meet federal employment eligibility. Suppliers must not employ anyone under the age of 14. Apprentice and similar programs must comply with all applicable federal, state, and local laws and regulations.

### **Freedom of Association**

Quidel must respect the rights of all of its suppliers to form or not form, join or not join a trade union of their choosing, engage in peaceful assembly, and bargain collectively in accordance with the law.

### **Labor Rights**

All suppliers must prioritize a healthy and safe workplace environment by complying with all applicable laws and regulations relating to minimum wages, working hours, overtime, and benefits.

### **Health and Safety**

Suppliers must provide a secure, safe, and healthy workplace that minimizes exposure to accidents, injury, and health risks and complies with all legal and regulatory requirements per local, state, federal, and country directives.