

Arctom Supplier Code of Conduct

Version 1.1 – March 2026
Arctom Scientific LLC (“Arctom”)

Purpose

Arctom is committed to enabling scientists to accelerate research and discovery. We partner with suppliers worldwide to provide high-quality products to research, biotechnology, and pharmaceutical organizations. This Supplier Code of Conduct describes the standards and expectations that apply to suppliers doing business with Arctom.

1. Ethical Business Practices

- Suppliers must conduct business with integrity, transparency, and in compliance with applicable laws.
- Bribery, corruption, and improper payments are strictly prohibited.
- Business records must be accurate, complete, and maintained according to applicable regulations.
- Suppliers must respect intellectual property rights and protect proprietary information.
- Suppliers must comply with applicable competition, antitrust, and fair business laws.

2. Confidentiality and Data Protection

- Suppliers must protect confidential information obtained through their relationship with Arctom.
- Information should only be used for legitimate business purposes.
- Suppliers must comply with applicable data protection and privacy laws.

3. Trade Compliance

- Suppliers must comply with all applicable import, export, and trade control regulations.
- Suppliers must comply with applicable sanctions programs and export control laws.

4. Labor and Human Rights

- Suppliers must not use child labor and must comply with applicable minimum age laws.
- Forced labor, human trafficking, prison labor, and bonded labor are prohibited.
- Suppliers must provide equal employment opportunity and avoid discrimination.
- Workers must be treated with dignity and respect, free from harassment or abuse.
- Suppliers must comply with wage, benefit, and working hour laws.

5. Health and Safety

- Suppliers must provide a safe and healthy working environment.
- Workers must be protected from chemical, biological, and physical hazards.
- Suppliers should implement emergency preparedness and response procedures.
- Safety information for hazardous materials must be available and communicated to workers.

6. Environmental Responsibility

- Suppliers must comply with environmental laws and regulations.
- Suppliers should minimize environmental impact and use resources responsibly.
- Waste, emissions, and wastewater must be managed safely and in accordance with regulations.
- Suppliers are encouraged to monitor and reduce environmental impacts, including greenhouse gas emissions where applicable.

7. Responsible Sourcing

- Suppliers should conduct reasonable due diligence regarding the origin of materials.
- Suppliers should support responsible and sustainable sourcing practices.

8. Monitoring and Compliance

- Suppliers must maintain documentation demonstrating compliance with this Code.
- Arctom may request documentation or conduct compliance reviews when necessary.
- Suppliers should ensure that their own suppliers adhere to standards consistent with this Code.

9. Continuous Improvement

Suppliers are expected to continuously improve their practices related to ethics, labor standards, health and safety, and environmental responsibility.

Acknowledgement

By doing business with Arctom Scientific LLC, suppliers acknowledge that they have read and agree to comply with the expectations described in this Supplier Code of Conduct.