

## **Diversity and Inclusion Policy**

### **Introduction**

**VitalScientific** manufactures and distributes in vitro diagnostic products through direct sales and a distribution network encompassing more than 100 countries.

**VitalScientific** is committed to supporting Clinical Chemistry health systems globally.

### **An open Company, opposed to any form of discrimination**

**VitalScientific** is committed to provide equality and fairness to all in our employment and not provide less favorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, color, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

**VitalScientific** diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, transfers, promotions, social and recreational programs, layoffs and terminations.

Diversity represents a value that enrich our Company: people from different cultures, social and generational backgrounds, skills, competencies and experiences, offer a unique asset that enables **VitalScientific** to compare different perspectives, leading to new ideas and innovative solutions, to anticipate the needs of our customers and key stakeholders.

### **A Company dedicated to respect, equality and inclusion**

**VitalScientific** encourages and enforces:

- Respectful communication and cooperation. All employees have a responsibility to always treat others with dignity and respect. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.
- Teamwork and employee participation. All employees are expected to exhibit conduct that reflects inclusion at work.
- Work/life balance and employees' satisfaction.

### **A Company that promotes its values**

Our human capital is the most valuable asset we have. The collective sum of the individual differences, knowledge, creativity, life experiences, innovation, self-expression, skills and talent that our employees invest in their work represents a significant part of our culture, reputation and value.

**VitalScientific** is committed to develop people's value, to promote a respectful and inclusive culture and to grant the same professional growth opportunities to everyone.



**VitalScientific** is committed to ensure that equality and diversity is continuously promoted in the workplace.

Our Policy is fully supported by **VitalScientific's** Top Management, applies to all employees and is drawn to the attention of all our stakeholder or others who do business with or are in contact with us.

Spankeren, April 2024

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