Code of ethics

Your One Health Lab





INDEX

1 Organization chart

2 Employees

3 Clients

4 Competitors

5 Suppliers

6 Public administrations and society

7 Conflicts of interest, confidentiality and intellectual property

8 Consultation and complaint mechanisms

Organization chart

AMSlab is a group of biotechnology companies specializing in analytical solutions for various sectors, including veterinary, pharmaceutical, food, and clinical.

This code of ethics applies to each of the companies within the group, as shown in the organizational chart below:



Commitment

Code of ethics

At AMSlab, we are committed to upholding our code of ethics in all aspects of our work and business activities.

The code of ethics represents the core values that underpin our actions and decisions within our organization.

We recognize the importance of maintaining high ethical standards in all our business activities and are committed to leading our company with integrity and respect for all members of our business community.

The principles and commitments set forth in the AMSlab Code of Ethics are binding on all individuals within the company, regardless of their position, role, responsibilities, or geographic location.

AMSlab's code of ethics outlines its commitments to its stakeholders, meaning any individual, legal entity, or organization that may be affected by its activities.

These stakeholders include:

- Customers
- Employees
- Suppliers
- Public Administration
- Community and Society



Manuel Lolo
CEO -AMSlab

Employees





Company obligations

- Equal treatment for all employees.
- Respect for the labor rights of all employees.
- Work-life balance will be promoted to the greatest extent possible.

Employees obligations

- All employees will provide clear and accurate information to customers and suppliers.
- All employees will treat all customers and suppliers with equal respect.
- All employees are committed to working under established health and safety practices.
- Gifts, money, and favors that could influence the company's final decisions will not be accepted.



Clients

Company obligations

- Offering high-quality products and services: The company must commit to providing products and services that meet agreed-upon quality standards and exceed customer expectations.
- Clear and honest communication: The company must provide clear and honest information about its products and services to customers, avoiding any kind of deception or misinformation.
- Problem and complaint resolution: The company must have a clear and efficient process for resolving customer problems and complaints, ensuring they are addressed promptly and fairly.
- Fulfilling commitments: The company must honor all commitments made to customers, whether in terms of product delivery, services, warranties, etc.





Competence

Company commitments to competition

- All our employees are prohibited from disseminating false or malicious information about our competitors.
- AMSlab rejects all information about our competitors obtained illegally.
- Whenever appropriate, we will collaborate with our competitors to develop new techniques and processes.

Suppliers

Obligations of AMSlab suppliers

- No gifts, money, or favors will be accepted from suppliers to any member of AMSlab in exchange for benefits or advantages over the competition.
- Our suppliers will respect human rights and the health and safety of all their employees.
- Our suppliers will respect the environment, striving to minimize the impact of their operations.
- All our suppliers will comply with any corrective actions taken by AMSlab in the event of breaches of this Code.
- Our suppliers may contact the AMSlab Ethics Committee with any questions or concerns regarding this Code.



Public administrations and society





AMSlab's obligations to public administrations

- AMSlab is committed to transparency and will report on all grant applications it submits and how the funds are used.
- AMSlab will maintain an ethical, lawful, and respectful relationship with all representatives of public administrations.
- All AMSlab employees are prohibited from offering gifts, money, or any other type of benefit to public officials or authorities in exchange for favors.

AMSlab's obligations to society

- Environmental protection: AMSlab is committed to reducing its environmental impact through the implementation of sustainable practices, proper waste management, and the promotion of renewable energy use.
- Business ethics: The company is committed to acting with integrity and ethics in all its relationships with society and the community.
- AMSlab supports the local community and strives to make a positive contribution to society through various social and philanthropic initiatives.
- AMSlab is committed to fulfilling its CSR policy and communicating it to its stakeholders.

Conflicts of interest

- All employees with personal interests are prohibited from engaging in commercial transactions.
- All decisions will be made based solely on professional criteria.
- Employees who perform work outside of AMSlab must inform their superiors in writing about such work. Employees may not perform any work outside of AMSlab if it conflicts with their AMSlab duties.
- All AMSlab employees must inform their superiors in writing if a potential conflict of interest exists.

Confidentiality

- The AMSlab employee agrees to maintain confidentiality regarding all documentation and work performed.
-
- This confidentiality will remain in effect for five years after the termination of their employment with the company.
- If any work-related information must be disclosed for legal reasons, the employee must notify the company at least 10 business days in advance.
- Among AMSlab employees, work-related information may only be disclosed when expressly required by their job duties.

Protection of individual property

- The provision and use of information and work results of each AMSlab employee is not understood as granting a patent, license or copyright in favor of the employee.

Consultation and complaint mechanisms

For inquiries, questions, or complaints regarding this Code of Ethics from clients, suppliers, and/or employees, please send them by mail to:

AMSlab: Attn: Ethics Committee
Rúa do Vidro, 117D, plots 3-6
27003 - Lugo, Spain

Or by email to: comiteetico@ams-lab.com

The confidentiality of all complaints will be maintained, and the protection of those who report or participate in the investigation of potential violations will be guaranteed.

amslab

YOUR ONE HEALTH LAB

WWW.AMS-LAB.COM