



VWR International Ltd. Hunter Boulevard, Magna Park, Lutterworth, Leicestershire LE17 4XN, United Kingdom
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Ethical Trading Policy

Statement

The objectives at VWR International Ltd are to enhance the value of our company, over the long term in the interests of our owners, our associates and society as a whole. We strive to work with our suppliers and customers to seek and implement flexible and innovative ways to achieve our environmental, social, and economic objectives. Unyielding integrity is one of our core values. We define it as doing what we say we are going to do, engendering trust, communicating honestly and doing what is right. This is defined by our firm adherence to our Code of Conduct.

Employees

We at VWR are committed to ensuring that our employment practices and the enforcement of regulations ensure the protection of the rights of all who work for us. Adhering to our Code of Conduct means in many areas we aim to operate above the minimum standards required, ensuring our employees are safe, rewarded and valued.

Suppliers

VWR are conscious of the responsibility we share with our suppliers to further the rights of the workers who produce the products we sell. We endeavour to monitor social standards in our supply chain, and we encourage our suppliers to operate to the same ethical standards we employ ourselves. The VWR principles are based on the International accepted standards set out in the Ethical Trading Initiative (ETI) Base Code of Labour Standards.

Our desire is to see the code adopted as a minimum standard by our suppliers and see performances improve continuously.

The Code of Conduct states that:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

To help VWR monitor our supplier's acceptance and commitment to this code, while supporting our priorities, we request all suppliers complete and sign our Sustainability Charter questionnaire which includes the ETI Base Code.

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VAT Number: GB823853225
Registered Office: Hunter Boulevard,
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England.

Managing Director UK: Bill Hogan
Sr. VP & President, EMEA-APAC Lab
and Distribution Services:
Nils Clausnitzer





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In addition, in order to build transparency throughout our supply chain and drive responsible and sustainable growth, VWR is working with Ecodesk, a global supply chain sustainability service provider. VWR launched a global sustainability survey to suppliers in 2015 to allow us to better understand how are suppliers address sustainability-related issues, including labour practices and working conditions, safety, environmental protection, product sustainability and governance. We are targeting our large supplier as well as our globally sourced suppliers.

VWR have incorporated these questionnaires in to our audits by our sourcing team so that we can be sure VWR suppliers meet our requirements.

Governance

VWR operates its business in different countries and under a wide range of competitive situations, subject to a variety of laws, regulations and cultures.

VWR have a Modern Slavery and Human Trafficking policy made in accordance with section 54, part 6 of the Modern Slavery Act 2015. We at VWR aim to ensure that there is zero slavery and human trafficking taking place in any part of the organisation or supply chain.

VWR wants to insist on the importance of ethics and integrity in all decisions and actions. All VWR associates are aware that they must ensure an environment of fair and impartial opportunities for competition.

Doing Business the VWR International Way – providing essential guidelines to understand associate responsibilities and obligations to comply with the law and to advise VWR International management of anything that is not in compliance with the law.

Associates have the means, via the Associate Hotline, to confidentially and anonymously report concerns regarding theft, fraud, workplace violence, conflicts of interest, accounting and internal control issues, or violations of the VWR Code of Ethics and Conduct.

VWR is a company with strong beliefs and values. By continuing to honour those beliefs and values and live by the code of conduct that underpins them, we can look forward to a future filled with success.

As a global business which exports products, VWR is subject to regulatory requirements, such as, the Export Administration Regulations (EAR), the Foreign Trade Regulations (FTR), the Foreign Corrupt Practices Act (FCPA) and other U.S. and foreign government laws and regulations. Measures are in place to ensure compliance with these regulations. VWR has implemented the Global Anti-Corruption Compliance Standard to document compliance with respect to anti-corruption laws, including, but not limited to, the FCPA.

For further information on VWR's Code of Ethics and Conduct, please refer to the latest version of our policy on the Corporate Governance document section on our website www.vwr.com found under investors.

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