



Code of Business Conduct and Ethics

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Analytical Solutions cc
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A. Purpose & Scope

Analytical Solutions is proud of the values with which we conduct business and will continue to uphold the highest levels of business ethics and personal integrity in all types of transactions and interactions. To this end, this Code of Business Conduct and Ethics serves to emphasise our commitment to ethics and compliance with the law.

Due to the variety and complexity of ethical questions that may arise in the course of business, when confronted with ethically ambiguous situations, all directors, officers and employees of Analytical Solutions will endeavour to rely on the commitment to the highest ethical standards and seek advice from supervisors, managers or other appropriate personnel when applicable to ensure that all actions, taken on behalf of the Company, honour this commitment.

This Code of Business Conduct and Ethics applies to all directors, officers and employees of Analytical Solutions.

Summary

1. **Treat People Fairly.**
2. **Offer Products and Service of the Highest Quality.**
3. **Respect the Free Market & Compete Fairly.**
4. **Market Responsibly.**
5. **Obey all Laws, Rules and Regulations.**
6. **Deal Honestly with the Government.**
7. **Give and Receive Gifts Fairly and Honestly.**
8. **Maintain Honest Communication.**
9. **Respect Client Privacy.**
10. **Treat Suppliers with Fairness and Integrity.**
11. **Partner with Quality Suppliers.**
12. **Respect the Environment.**
13. **Support Local Charities.**

B. Ethical Standards

1. Treat People Fairly

All directors and employees of Analytical Solutions shall behave honestly and ethically at all times and with all people. We shall act in good faith, with due care, and shall engage only in fair and open competition, by treating competitors, suppliers, clients and colleagues ethically. No employee of Analytical Solutions will knowingly take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair practice.

2. Offer Products and Service of the Highest Quality

Analytical Solutions is committed to meeting or exceeding our client's requirements and expectations by delivering scientific products and services of the highest value in a timely manner. The achievement of our quality goals and objectives depends on our ability to constantly listen to and respect our clients' needs in every business activity.

3. Respect the Free Market & Compete Fairly

Free markets require vigorous competition. However, while Analytical Solutions competes hard, we always strive to do so in a fair and ethical manner, based on the merits of our products and services. Our principles of fair competition require that:

- Analytical Solutions has no agreements or general understandings with our competitors concerning customers, distributors or territories.
- No employee of Analytical Solutions will misrepresent themselves or their work in order to gather competitive information.
- Should we obtain competitor information that we feel was obtained or disclosed to us improperly, we will not use it to our advantage.
- An employee's relation to Analytical Solutions will be disclosed if it is reasonable to assume that the source would not be likely to share such information, had he or she known of the employees relationship with Analytical Solutions.
- We respect our competitors and the free market and such, will not slander or propagate rumours of any kind.

4. Market Responsibly

In line with competing fairly, Analytical Solutions takes great care to market responsibly with irresponsible marketing eroding our clients highly valued trust.

5. Obey all Laws, Rules and Regulations

Analytical Solutions seeks to comply with the applicable laws, rules and regulations - both in letter and in spirit - governing all aspects of business.

6. Deal Honestly with the Government

No employee of Analytical Solutions will promise, offer or make payment in money or anything of value to any government official/employee with the intent to obtain or maintain business, or any unfair competitive advantage, or to improperly influence government decisions.

7. Give and Receive Gifts Fairly and Honestly

Analytical Solutions wishes to avoid the appearance of improper conduct with our customers. However, as a common business courtesy, employees of Analytical Solutions may give (or receive) occasional gifts, provided that:

- The gift is of nominal value (e.g., pens, note pads, calendars, etc.).
- Doing so is legal.
- The gift is neither intended nor likely to be perceived by others to improperly influence business decisions.

8. Maintain Honest Communication

In all business interactions, employees of Analytical Solutions endeavour to maintain open and honest communication with our clients. All information supplied to our clients in the form of sales promotions, product brochures, application notes, quotes, product availability and delivery delays, as well as all other related documentation, is intended to be as accurate, honest and useful as possible to the best of our knowledge.

9. Respect Client Privacy

Analytical Solutions believes in and respects the importance of privacy. Client and supplier information, including contact details and privacy information, will never be disclosed nor shared with anyone or any entity.

10. Treat Suppliers with Fairness and Integrity

We treat our suppliers with fairness and integrity. We respect the terms and conditions of agreements with suppliers and we honour our commitments. We strive to pay on time and are careful to protect the confidential and proprietary information of our suppliers.

11. Partner with Quality Suppliers

We select scientific products that best contribute to the long-term well-being of Analytical Solutions. We choose our suppliers based on, quality, service and reputation and establish long term relationships.

12. Respect the Environment

Analytical Solutions endeavours to duly protect and respect the environment and comply with all applicable environmental laws and regulations.

13. Support Local Charities

As part of Analytical Solutions corporate responsibility, we provide support wherever possible to local organisations that benefit society.