

## EACL - CODE OF CONDUCT

### INTRODUCTION

The **European Association of Regulatory Consultants and Contract Research Laboratories [EACL]** and its members are committed to a mission of sustainable business practices, including conducting business ethically, responsibly, with integrity, and in accordance with the law. We expect members to honor and adhere to this Code of Conduct (the "Code"). The Code highlights legal, ethical and business requirements, but is not meant to cover all laws and standards that may apply to EACL and its members

### EXPECTATIONS OF EACL MEMBERS

- Firmly adhere to these principles;
- Integrate, communicate and apply these principles;
- Operate in full compliance with all applicable laws, rules and regulations;

These principles are not intended to replace, supersede or conflict with any applicable legal or regulatory requirements. Each member must determine how to meet and demonstrate compliance with these principles and expectations in this Code.

### MEMBERSHIP PRINCIPLES

To fulfill the mission of EACL, members are required to commit and support the mission, objectives and activities of the association. This includes:

- Providing input in developing the association's positions, and agreeing to support the agreed positions
- be responsible for the accuracy of data and information transmitted to the association
- supporting the interests of the association through its actions
- ensuring that it does not harm the reputation of the association through its actions
- be fair and respectful to its employees, associates, competitors and customers, and in all business or professional relationships

### BUSINESS PRINCIPLES

Members are expected to conduct business in accordance with the highest standards and act with integrity. The standards include, complying with all applicable laws and regulations of the countries of its operations, and shall include the following:

## ***Ethics and Compliance***

- **Animal Welfare:** Where a Member's activities relate to animal care and use of animals, adopting an Animal Welfare Code of Respect, which requires Members to treat animals with respect and to strictly follow all applicable laws for animal treatment.
- **Clinical Trials:** Where a Member participates in conducting clinical trials, complying with international guidelines, national and local laws and regulations, and established medical, scientific and ethical principles, including the Declaration of Helsinki.
- **Conflict of Interest:** Not taking action(s) that would impair, or be perceived to impair, performance objectivity.
- **Food, Drug and Device Testing:** Where a Member's activities include food, drug or medical device testing, complying with all applicable laws, in Europe and globally.
- **Protecting Information:** Complying with applicable laws regarding storage, transmission, protection, disclosure and use of confidential information.
- **Trade Compliance:** Complying with all applicable import and export controls, sanctions and other trade compliance laws of applicable country(ies) where transaction(s) occur.
- **Quality:** Where applicable, comply with quality regulations and standards, such as Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP) and Good Clinical Practices (GCP).

## ***Labor and Human Rights***

Members are expected to uphold the human rights of their employees and treat them with respect and dignity. This includes:

- **Fair Treatment:** Providing a workplace that is free from all forms of unlawful discrimination and harassment.
- **Diversity and Inclusion:** Promoting diversity and inclusion in the workplace.
- **Child Labor and Young Workers:** Complying with applicable local child labor laws and only employing individuals who meet the minimum legal age.

## ***Work Environment and Sustainability***

Members must provide safe working conditions and a healthy work environment. This includes complying with all applicable environmental, health, safety and quality laws and ensuring the protection of employees from chemical, biological and physical hazards by establishing safety processes and controls to prevent the occurrence of hazardous incidents.

Members must operate Sustainably, undertaking initiatives to promote greater environmental responsibility, conserving resources and improving efficiency to reduce consumption of scarce resources.



Signature:

Name: Euros Jones

Position: EACL President

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