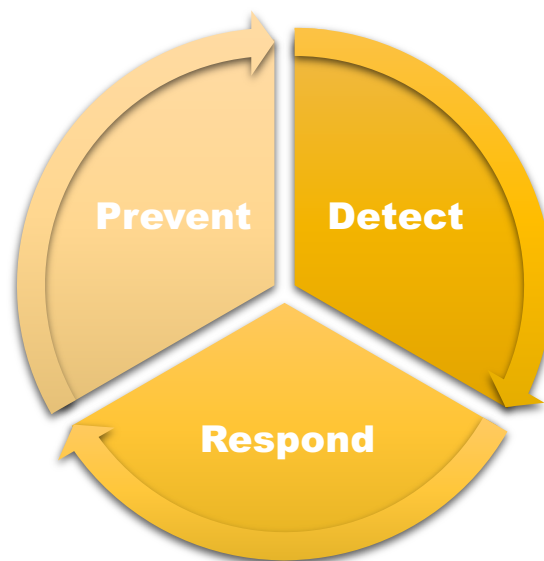


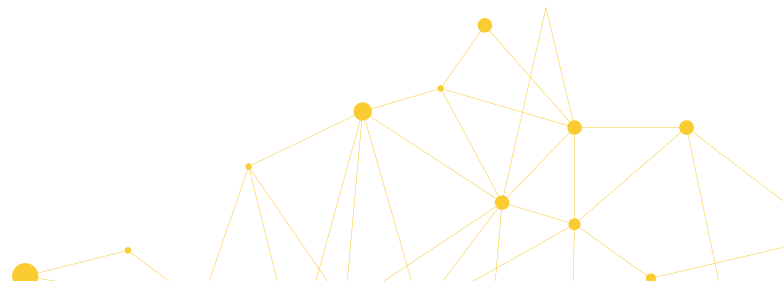
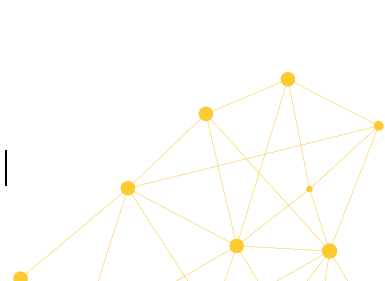
LABSHARE COMPLIANCE SYSTEM & NEUTRALITY AND IMPARTIALITY POLICY

Our ultimate business goal is to provide multiple options for companies to execute their testing obligations and needs, which results in better competition and more transparency in choosing suppliers. This perfectly represents our principles for doing business – Fairness, Transparency and Legitimacy. We believe, people can only be proud of their achievements if they win fairly. We want to be Proud Winners!

For us only the clean business is acceptable business. It guarantees that the best solution can prevail in fair competition. It enables companies to invest in future oriented solutions. Corruption, on the other hand, is a dead end that hinders technological progress. Corruption blocks sustainable development and undermines markets; compliance is the only way to combat corruption effectively. The LabShare message concerning clean business is authentic, clear, and uncompromising. LabShare Compliance System assure that we use best available methods to fight corruption and promote compliance. At LabShare, compliance is a must. For this reason, we hold ourselves and our business partners to the highest standards of behavior.



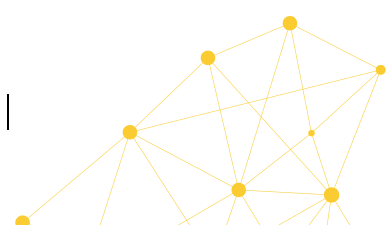
Clean, transparent, fair – together The LabShare Compliance System comprises three action levels: Prevent – Detect – Respond. The activities at these action levels are aimed at ensuring that our business complies with all applicable laws and regulations and is in line with LabShare principles and rules.



Prevent	Detect	Respond
MANAGEMENT RESPONSIBILITY		
<ul style="list-style-type: none"> • Compliance risk management • Policies and procedures • Training and communication • Advice and support • Integration in personnel processes 	<ul style="list-style-type: none"> • Whistle blowing channels • Compliance controls • Monitoring and Compliance reviews • Compliance investigations 	<ul style="list-style-type: none"> • Consequences for misconduct • Remediation • Global case tracking

Anti-corruption and antitrust principles

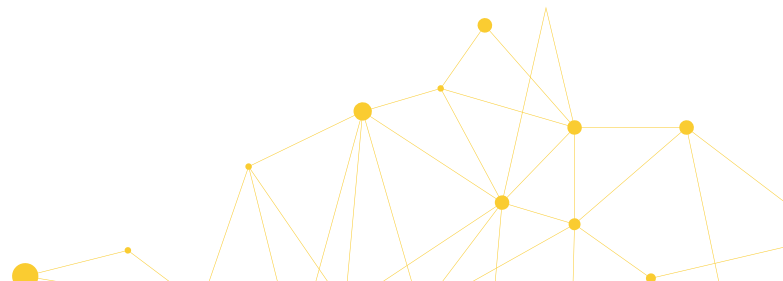
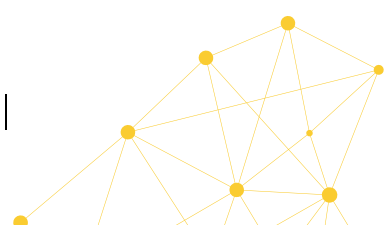
Because LabShare does business internationally, LabShare and its business partners have to comply with national and international laws and conventions. Clear rules, clean business LabShare competes fairly for orders with the quality and the price of its innovative services, not by offering improper benefits to others. Likewise LabShare expects its business partners to comply with all applicable anti-corruption laws and regulations. This is why LabShare strictly prohibits its business partners from directly or indirectly offering, promising, granting or authorizing the giving of money or anything else of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage for LabShare. Any offer, promise, grant or gift made by a business partner in connection with LabShare business must comply with applicable laws and LabShare policies, and must not create an appearance of bad faith or impropriety. This means that no such offer, promise, grant or gift may be made if it could reasonably be understood as an effort to improperly influence a government official or as a bribe to a commercial counterparty to grant LabShare a business advantage. The term government official must be understood broadly to include officials or employees of any government or other public body, agency or legal entity at any level, including officers or employees of state-owned enterprises and public international organizations. It also includes candidates for political office, political party officials and employees as well as political parties. Fair competition is also protected by antitrust law in many countries. Antitrust law prohibits agreements between companies that restrict competition, e.g. price fixing, market or customer allocation, market sharing or bid rigging with competitors, or the abuse of a dominant position in the market. LabShare has a strict policy to act in compliance with antitrust law and expects its business partners to do the same.



Common challenges, convincing answers LabShare' global activities entail collaboration with many different business partners. Mutual trust is essential to these relationships. All dealings must be fair and impartial. Our compliance control process is structured and straightforward and applicable for certain types of business partner relationships, including those with sales agents, customs brokers, distributors, and consortium partners (business partners). It supports the selection of business partners subject to the necessary care and in line with compliance requirements and ensures that the relationship with a business partner is responsibly evaluated and managed. This will ensure that we establish a longterm collaboration with reputable and qualified business partners. The required information varies depending on the type and content of the planned business relationship and provides a transparent overview of the proposed business relationship. Finally, the contract between LabShare and the business partner will require the business partner to act in compliance with all applicable rules and regulations.

Working with suppliers

The principles of environmental, social and economic sustainability are of paramount importance to us and applied along the entire supply chain. LabShare suppliers must subscribe to our company values. It is furthermore obligatory for all suppliers to act in full accordance with the following principles concerning responsibilities vis-à-vis employees, external stakeholders and the environment. These principles are based on the UN Global Compact and the principles of the International Labour Organization. Our suppliers are obliged to comply with all applicable laws, prohibit corruption and bribery, respect basic human rights of their employees, prohibit child labor, implement a management system to take responsibility for the health and safety of their employees, implement a management system in order to protect the environment, and take active steps to promote adherence among their suppliers to these values.



Neutrality and Impartiality Policy

The Board and staff of LabShare are committed to providing services which are not affected in any way by a lack of impartiality from any stakeholder in the company. It is acknowledged that all clients of LabShare, reasonably expect LabShare to conduct its activities and make business decisions without any external or internal influences. In order to ensure impartiality, LabShare is committed to continuously develop its Impartiality and Confidentiality procedure which identifies the steps it takes and the system it has put in place, to ensure that impartiality is not compromised in any way. LabShare has also an Neutrality and Impartiality trustee whose terms of reference are clearly established, and is available to stakeholders upon request. If any stakeholder believes actual or potential impartiality has been compromised by any activity by LabShare, its staff or auditor, they are encouraged to register their concern with LabShare. These concerns will be handled promptly by the Neutrality and Impartiality trustee and the complainant will be formally advised of the result of the trustee's deliberations.

Levente Bakos

MANAGING DIRECTOR