



Quest Diagnostics Supplier Code of Conduct



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Introduction

Quest Diagnostics is proud to share the Quest Way with our Suppliers. Our values drive an ethical, responsible supply chain. When working with Quest, our Suppliers are expected to support, share, and participate in our Purpose, Strategy, and Culture.

Our Purpose > Why we exist:

Working together to create a healthier world, one life at a time

Our Strategy > How we grow:

We help people make the best decisions to improve health by providing high-quality and affordable diagnostic testing insights and services using our scale and extensive reach.

Our Culture > How we work:

The 5Cs

- Customer first
- Care
- Collaboration
- Continuous improvement
- Curiosity

Our Purpose, Strategy, and Culture drive the performance and behaviors of Quest, including its subsidiaries, majority joint ventures, affiliates, and subsidiaries.

This Supplier Code of Conduct expresses the expectations for our Suppliers when doing business with Quest.

Compliance with the Supplier Code of Conduct

Suppliers and their employees, agents, and subcontractors (collectively referred to as “Suppliers”) must adhere to this Supplier Code of Conduct that is specific and agreed upon with award of business through a binding contract while conducting business with or on behalf of Quest. Suppliers must meet all applicable laws including labor rights and working conditions. Suppliers must promptly inform their Quest contact (or a member of Quest management) when any situation develops that causes the Supplier to operate in violation of this Code of Conduct. While Quest Suppliers are expected to train, self-monitor, and demonstrate their compliance with this Code of Conduct, Quest may audit Suppliers or inspect Suppliers’ facilities to confirm compliance. Quest may require the immediate removal of any Supplier, representative, or personnel who behave in a manner that is unlawful or inconsistent with this Code of Conduct or any Quest policy. Compliance with this Code of Conduct is required in addition to any other obligations in any agreement a Supplier may have with Quest.

Business practices and ethics

Bribery and anti-corruption: Quest will not tolerate bribery in any form. Our Suppliers may never pay, promise to pay, or agree to accept or accept anything of value, either directly or indirectly, in exchange for obtaining or retaining business or to gain an improper advantage.

Conflicts of interest: We expect Quest employees to make business decisions based strictly on the best interest of Quest, without regard to personal concerns, and to avoid even the appearance of conflict between personal interests and the interest of the company. We also expect that all Suppliers conduct business as professionals without even the appearance or perception of a personal or business conflict of interest when dealing with Quest. All potential conflicts must be disclosed and reported to Quest for investigation and remediation.

Eligible persons and excluded providers: Quest and its Suppliers may not employ or contract with any individuals or entities if those individuals or entities have been excluded, suspended, debarred, sanctioned, disqualified, or otherwise deemed ineligible to participate in any federal or state-funded healthcare program or federal procurement or nonprocurement program.

Financial records: Quest expects Suppliers to maintain accurate and complete financial records and reporting documents, using generally accepted accounting principles that are compliant with the law.

Gifts and entertainment: Quest personnel cannot accept gifts or items of value from current or prospective Suppliers or customers. This includes publication fees, honoraria, or other compensation for participating in business-related professional committees, seminars, or workshops. Quest employees may only accept Supplier promotional items of minimal value. Suppliers may not offer anything to Quest employees that would violate this policy and must promptly report any requests received from Quest employees for items of value.

Insider trading: In our business interactions, Suppliers may come across material, nonpublic (“inside”) information—information that has not been made public through authorized channels—and that a reasonable investor might use to buy, sell, hold, or otherwise trade in securities. It is a violation of law and our policies for our Suppliers to use or disclose inside information or make a trading decision based upon that information.

Record retention: Quest and its Suppliers must manage all business records in accordance with federal, state, and local laws and regulations that set forth specific retention periods for records. Government agencies may require Quest and its Suppliers to provide documents to demonstrate compliance with these regulatory requirements and/or to verify the propriety of reimbursements for laboratory procedures.

Legal and regulatory compliance practices

Export and import controls: Quest expects its Suppliers to comply with all US and international laws and regulations related to the import and export of products, services, and information to and from the US. These include medical and dangerous goods items as well as technical documentation, such as software and/or data transfer, that are regulated with proper documentation required for customs brokerage and clearance.

Fair competition/antitrust: Quest and its Suppliers must comply with all antitrust and fair competition laws. Prohibited business practices include: any interference with free and open competition, price fixing, bid rigging,

improper exchange of information, and allocating markets or territories. Corporate Procurement policies emphasize maintaining a fair, equitable, and competitive environment, and Suppliers are encouraged to report incidents of concern. Links for reporting are provided at the end of this document.

Health, safety, and quality

OSHA—occupational health and safety: Quest and its Suppliers are responsible for complying with all environmental health and safety policies and procedures as well as all applicable laws and regulations to ensure a safe and healthy workplace. Quest expects timely reporting and correction of any unsafe work practices or conditions. Be aware that Quest facilities are drug-free, alcohol-free, and weapon-free.

Supplier quality, collaboration, and continuous improvement: Quest expects Suppliers to provide the highest-quality products and services and to embrace an ethic of transparent quality collaboration. All Suppliers are expected to operate under quality-management principles that meet industry standards, strive for zero-defect manufacturing, use statistical analysis to reduce variation, and, where applicable, comply with FDA quality standards and regulations. The core mission of Quest Diagnostics is the well-being of patients. The quality of the products and services provided by Suppliers is critical to assuring the health and well-being of the patient.

Labor practices and human rights

Quest collective bargaining/freedom of association: Quest is committed to respecting its employees' freedom of association consistent with applicable federal, state, and local law. In accordance with such laws, Quest respects employees' rights to freely choose whether or not they wish to be represented by any association/union, bargain collectively, and engage in other concerted activities for mutual aid and protection. The Company is further committed to creating an environment of open communication in which associates can speak with their managers about their ideas, concerns, or problems and work together to address workplace issues. We encourage our employees to share their ideas, concerns, or suggestions through a culture of cooperation and teamwork. Where our employees have chosen to be represented by a labor

organization, the Company respects that choice and bargains in good faith related to employees' terms and conditions of employment. At all of our locations, employees are able to communicate openly with management about terms and conditions of employment without threat of harassment, intimidation, or reprisal. We also require all of our Suppliers to comply with federal, state, and local laws, including those related to employee freedom of association.

Conflict minerals: If applicable, Supplier shall cooperate with Quest to provide timely, written responses using reasonable inquiry and effort to identify and eliminate the presence of any conflict minerals in products, supplies, or materials that Supplier provides to Quest. These minerals include cassiterite, columbite-tantalite, gold, wolframite, and their derivatives, which are limited to tungsten, tantalum, tin, gold, and potentially other minerals the US Secretary of State may designate.

Human rights: Quest believes that protecting and supporting human rights is a fundamental responsibility of the Suppliers. We expect our Suppliers to conduct business in a manner consistent with applicable employment and human rights laws and regulations where they have operations to ensure alignment with the following values:

- Provide fair and equitable opportunity, wages, benefits, and other working conditions of employment
- Prohibit utilization of child labor and human trafficking in workforce operations
- Prohibit coerced, indentured, or prison labor
- Provide a safe and healthy work environment, including personal protection equipment (PPE) and the tools to work safely
- Ensure a workplace that is free of discrimination and harassment, and prohibit threats or abuse
- Maintain an inclusive culture that values the diversity and opinions of all employees

Small business and diverse suppliers: Quest is committed to diversity among our Suppliers and recognizes the important contributions made by small businesses to our economy and expansion of our markets. Quest encourages small businesses to register with the Small Business Administration and System for Award Management (SBA/SAM) and obtain any applicable diversity certifications, including Minority, Women-Owned, Veteran-Owned, Service-Disabled Veteran-Owned, Small Disadvantaged, and Historically Underutilized Business Zones (HUBZone).

Environmental, social, and governance (ESG): Quest understands that corporate responsibility extends to our entire supply chain. We appreciate business partners who share our values and corporate stewardship and understand that how we conduct business and contribute to our society, environment, and communities is critical to our future success and growth.

- Responsible environmental impact: Quest and its Suppliers shall operate facilities, services, and production to effectively manage risks, conserve natural resources, reduce greenhouse gas emissions, reduce waste, and protect the environment
- Quest encourages and supports community engagement and philanthropic giving and a supply chain that includes small and diverse-owned businesses
- Quest requires Core Suppliers (business or operationally critical Suppliers) to have environmental, social, and governance policies applicable to their industry sector and inherent risk, including a supplier code of conduct applicable to their supply chain. Participation in ESG assessments is a requirement to be considered for strategic or collaborative status in Quest's Supplier Business Engagement Model program
- Quest monitors ESG performance with Core Suppliers. Quest expects its Suppliers to collaborate with this effort and to address significant actual and potential negative social and environmental impacts as a condition of doing business. Failure to do so after a reasonable period will result in removal from Quest's bid lists

Protection of data and intellectual property

Quest is committed to protecting the confidentiality, integrity, and availability of the information provided to us by our customers, patients, and business partners as well as confidential information we generate in performing services.

Data protection and information security:

- Suppliers must have a nondisclosure agreement (NDA) in place prior to receiving any Quest confidential, proprietary, and intellectual information, including but not limited to financial, operational, commercial, technical, organizational, and scientific information as well as anything that Quest Diagnostics considers confidential, by verbal or written direction
- Suppliers must take all necessary steps to protect all Quest confidential, proprietary, and intellectual information as required by federal, state, or foreign laws and regulations, including but not limited to the Health Insurance Portability and Accountability Act (HIPAA)/Health Information Technology for Economic Clinical Health (HITECH) Act, Business Associate Agreement (BAA), General Data Protection Regulation (GDPR), and the California Consumer Privacy Act (CCPA)
- All Suppliers that access, store, process, host, transmit, or destroy Quest's confidential, proprietary, intellectual, and personal or sensitive information external to the Quest Diagnostics IT network are subject to Quest Diagnostics IT Security Risk Assessment to ensure adequate controls are in place

Quest expects its Suppliers to have a written information security program managed by a dedicated IT Security leader with reasonable and appropriate administrative, technical, and physical safeguards designed to ensure the security and confidentiality of proprietary, confidential, intellectual, and personal or sensitive information; protect against any anticipated threats or hazards to the security and integrity of the confidential, proprietary, intellectual, and personal or sensitive information; and protect against any actual or suspected unauthorized processing, modification, loss, use, disclosure, or acquisition of or access to the confidential, proprietary, intellectual, and personal or sensitive information. Suppliers must have detailed incident management and notification procedures in the event of a data breach or security incident affecting Quest's confidential, proprietary, intellectual, and personal or sensitive information and/or the systems and networks that support such information.

Reporting questionable behavior

- It is important that Quest Suppliers have an open avenue to discuss questions or concerns regarding this Supplier Code of Conduct
- Suppliers should report any knowledge or good-faith belief that this Code, a law, company policy, or ethical guideline has been, is being, or may be violated
- Contact Corporate Procurement: <https://secure.questdiagnostics.com/Views/Flash/servlet/viewsflash?cmd=page&pollid=contactus!purchasing>
- Quest has an established CHEQLine to give every Supplier an opportunity to anonymously report any question, concern, or potential issue regarding the application of any law, regulation, or company policy relating to this Supplier Code of Conduct:

1.800.650.9502

MyComplianceReport.com (internet access ID:QDI)

For locations outside the US, use an outside line and dial:

Canada 1.800.650.9502

Ireland 1.800.550.000

Mexico 001.880.650.9502

India 0.001.800.650.9502

Brazil (2 access codes)

0 800.890.0288

0 800.888.8288

China (4 access codes)

South Shanghai 10.811

North Beijing 108.888

China Telecom Mandarin 108.10

North Beijing Mandarin 108.710



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