



LABCORP SUPPLIER CODE OF CONDUCT

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LabCorp is committed to conducting business ethically, responsibly and with integrity, and we expect the same from our suppliers. This Supplier Code of Conduct will provide you with specific guidelines to help you and your employees maintain these ethical standards.



It's all about teamwork.

At LabCorp, we know there's only so much that we can do by ourselves, which is why we rely on you, our suppliers, vendors, contractors, consultants and agents, to help us accomplish our goals. We consider you a part of the LabCorp team and, as such, we expect you to adhere to the LabCorp Values.



How Does the Code Work?

As a LabCorp supplier, you are expected to adhere to the LabCorp core values:

Customer Satisfaction

We provide excellent service and demonstrate a sense of urgency on any matter related to our customers because satisfied customers are essential for our success.

Commitment

We make clearly defined commitments and focus our efforts on meeting these commitments.

Integrity

We act with uncompromising ethical standards, both as individuals and as a Company.

Accountability

We require personal ownership and timely resolution of problems, regardless of whose job it is.

People

We recruit, develop, and retain top talent and believe people are our greatest assets.

Prudence

We guard and conserve Company resources.

Continuous Improvement

We keep moving and embrace change as an opportunity to continuously improve the Company and ourselves.

Supplier Code of Conduct Program Elements

Overview

Suppliers are expected to comply with all applicable laws, rules and regulations as well as the standards set forth herein. This Supplier Code of Conduct highlights certain legal, ethical and business requirements that are of particular importance to LabCorp, but is not meant to cover all laws and standards which may apply to a supplier's activities or its relationship with LabCorp.

Ethics and Compliance

Suppliers are expected to conduct business in accordance with the highest ethical standards and act with integrity. Ethical standards include, but are not necessarily limited to, the following:

- Adhering to all applicable anti-corruption laws. Suppliers shall not engage in any form of corruption, embezzlement, extortion or bribery.
- Applying fair business practices in compliance with all applicable anti-trust and competition laws.
- Acknowledging that the shares of LabCorp are publicly listed on the New York Stock Exchange, that the shares of its customers may be publicly listed, and that any information pertaining to LabCorp or its customers may potentially constitute material, non-public information within the meaning of applicable US securities and insider trading laws.
- Where a supplier's activities include food or drug testing, complying with all applicable food, drug and cosmetic laws, which may include, without limitation, the United States Food, Drug, and Cosmetics Act and the International Conference on Harmonization Guidelines.
- Where a supplier participates in conducting clinical trials with or on behalf of LabCorp, complying with international guidelines, national and local laws and regulations and established medical, scientific and ethical principles, including the Declaration of Helsinki.
- Where a supplier's activities include use of animals, adopting an Animal Welfare Code of Respect similar to that adopted by LabCorp which requires suppliers to treat animals with respect and to strictly follow all applicable laws for animal treatment.
- Exercising responsible sourcing in the supplier's supply chain, acting in reasonable and practical accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as applicable, and providing information as may be requested by LabCorp to enable LabCorp to accurately report, as required, on the source and chain of custody of conflict minerals.
- Complying with applicable laws and contractual requirements regarding the storage, transmission, protection, disclosure and use of confidential information. Such information may include, without limitation, personal data about any individuals and LabCorp's confidential information (nonpublic financial plans; business plans; standard operating procedures; new or improved products, services or processes; pricing and marketing strategies; customer lists; etc.), intellectual property rights (patents; trademarks; copyrights; trade secrets; etc.) and innovative ideas.

- Disclosing any sanction, exclusion or other event that would make the supplier ineligible from participating in any government-funded program or contract.
- Refraining from providing or offering gifts to LabCorp employees that could be viewed as inappropriately influencing LabCorp's business decisions or gaining an unfair advantage.

Labor and Human Rights

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

- Ensuring employees are treated fairly by providing a workplace that is free from all forms of unlawful discrimination and harassment against any employee because of race, color, national origin, ancestry, nationality, citizenship, religion, creed, age, sex, marital or familial status, sexual orientation, identity or expression, veteran status, liability for service in the U.S. Armed Forces, disability or handicap, or any other characteristic protected by applicable laws.
- Exercising diversity when selecting subcontractors.
- Complying with applicable local child labor laws and only employing individuals who meet the minimum legal age. Employees under the age of 18 should not perform work in a hazardous work environment or at night.
- Maintaining a work environment that is free from human and sexual trafficking, forced, indentured, involuntary and bonded labor and unlawful child labor.
- Adhering to all applicable wage laws and paying employees in a timely manner.
- Openly communicating with employees to resolve workplace issues.
- Respecting the rights of employees to associate freely in accordance with local laws.

Health, Safety, Environmental and Quality

Suppliers are expected to provide safe working conditions and a healthy work environment. This includes:

- Complying with all applicable environmental, health, safety and quality laws.
- Providing a safe work environment that promotes accident prevention and curtails exposure to health risks.
- Educating workers on the potential risks of activities and providing tools to perform their assignments in a safe and environmentally responsible manner.
- Adhering to established safety processes and controls to prevent the occurrence of hazardous incidents and to take appropriate remedial action if such incidents occur.
- Establishing emergency response plans and procedures and providing the appropriate individuals with training.
- Conducting business in an environmentally friendly way, ensuring that processes are in place for waste management, conserving natural resources and following reporting requirements.
- Meeting generally accepted or contractually agreed upon quality levels in providing goods and services.
- Implementing sound security practices and processes across the supply chain.

Management Systems

Suppliers are expected to implement management systems to facilitate compliance with applicable laws and the principles of this Supplier Code of Conduct that include:

- Developing and maintaining management and employee training programs to facilitate proper implementation of policies and procedures and to fulfill Supplier's improvement objectives.
- Communicating the Supplier Code of Conduct principles to supplier's staff and supply chain.
- Establishing training mechanisms that enable staff to gain an understanding of the principles in this Supplier Code of Conduct.
- Maintaining documentation that displays adherence to the principles of this Supplier Code of Conduct.
- Maintaining an ongoing process to obtain feedback on supplier's practices related to this Supplier Code of Conduct and to embrace improvement.
- Allocating resources to satisfy the expectations of the Supplier Code of Conduct.
- Implementing mechanisms to determine and manage risk.
- Maintaining an issue resolution process.
- Providing a mechanism for employees to report a potentially illegal or unethical workplace issues on a confidential basis.

References

Please consult the Company's supplier portals for references and further information:

LabCorp Diagnostics: www.labcorp.com/contractors

Covance Drug Development: www.covance.com/suppliers



Suppliers are expected to take necessary corrective actions to promptly remedy any identified noncompliance with this Code. **Supplier's employees or contractors may report suspected violations of this Code to LabCorp at www.labcorp.com/globalactionline** which is available in over 300 languages and allows for anonymous reporting, if desired. LabCorp reserves the right to terminate its business relationship with any Supplier who is unwilling or unable to comply with this Code when termination is allowed by local laws.



About Laboratory Corporation of America Holdings, an S&P 500 company:

Laboratory Corporation of America® Holdings, an S&P 500 company, is the world's leading healthcare diagnostics company, providing comprehensive clinical laboratory services through LabCorp Diagnostics and end-to-end drug development support through Covance Drug Development. LabCorp is a pioneer in commercializing new diagnostic technologies and is improving people's health by delivering the combination of world-class diagnostics, drug development and knowledge services. With more than 48,000 employees in over 60 countries, LabCorp offers innovative solutions to healthcare stakeholders. LabCorp clients include physicians, patients and consumers, biopharmaceutical companies, government agencies, managed care organizations, hospitals, and clinical labs.

To learn more about LabCorp and LabCorp Diagnostics:
www.labcorp.com.

To learn more about Covance Drug Development:
www.covance.com.

