

CODE OF BUSINESS CONDUCT

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Protect,
enhance
and save
lives





MESSAGE FROM OUR CEO AND OUR BUSINESS UNIT PRESIDENTS

We earn our reputation every day. It is the result of individual decisions made by employees in matters large and small. As our business and the world around us grow more complex, there are times when the right choice seems neither simple nor apparent. That is why we present you IBA's Code of Business Conduct (the Code).

The Code sets forth the fundamental ethical principles for conducting business and serves as a guide for employees and others who act on our behalf. Its purpose is to help each of us make the right decision when confronted with ethical issues.

Conducting IBA's business with honesty, ethics and integrity will ensure our continued growth and success, maintain our good reputation, and help us achieve our strategic mission to Protect, Enhance and Save Lives. Continued honest and ethical business conduct will earn IBA the trust of customers, patients, suppliers, investors, regulators, and employees while sustaining our long term commitment to our shareholders.

To Dare, Care, Share, and Be Fair are IBA's core values and they play a key part in our business conduct. At IBA, we believe not only that we must apply the highest ethical standards but that those standards are critical to our business success.

These values continue to guide our actions as we conduct our business in a socially responsible and ethical manner. As a corporation we respect the law, support universal human rights, protect the environment, achieve operational excellence, and benefit the communities where we work, and we expect our employees to behave likewise.

As we strive to live up to this reputation while doing business in a competitive global environment, we will sometimes encounter situations that will test our judgment and integrity. When that test arises, this Code helps each of us to answer the following questions before we act:

- ▶ Is this legal and in keeping with our Company's policies?
- ▶ Is it consistent with IBA's mission statement and values?
- ▶ Can I explain it to my colleagues, my family, and my friends?
- ▶ If this were made public, would I be comfortable?

We understand that the line between right and wrong isn't always clear, and it can be hard to know how to proceed at times, and that is why we put together this Code. Abiding by it will protect you, our company, our shareholders, our customers and patients.

If uncertainty remains about the ethics or legality of an issue, we encourage you to seek additional guidance with your management before proceeding. Keep asking questions until you are certain you are "making the right choice". We encourage you to read and understand the Code and most importantly to know where to go for help, if and when the need arises.

We thank you for safeguarding the trust others have placed in us through your effort to make the right decisions every day.

“ At IBA, we believe not only that we must apply the highest ethical standards but that those standards are critical to our business success. ”

Pierre Mottet
Chief Executive Officer

Rob Plompen
President Dosimetry

Serge Lamisse
President Industrial

Jean-Marc Bothy
Chief Financial Officer

Yves Jongen
Chief Research Officer

Olivier Legrain
President Molecular

Frank Uytterhaegen
President IBA China

Didier Cloquet
Chief of Staff

Jean-Marc Andral
Pres. Particle Therapy

Bernard Reculeau
President Bioassays

Jean-Marie Ginion
President Technology Gr.

Xavier Defourt
Compliance Officer

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OUR MISSION AND VALUES

**Our Mission is to
Protect, Enhance, and Save
Lives**

Our Values:

Dare

Creativity, innovation and passion are imperative for a company that continually stretches the frontiers of technology. Day after day, **we dare** to create better results.

Care

We care for our Customers first, continually striving to exceed their expectations in everything we do, every day, as efficiently as possible, to create better results.

Share

The IBA team **shares** its commitment and progress with its Customers, and its return with its shareholders, year in and year out, to create better results.

Be Fair

Integrity, loyalty, and **fairness** are our foundation for trust. We continuously earn the trust of our Customers, Shareholders, Employees, and of all our Stakeholders.

ABOUT IBA'S CODE OF BUSINESS CONDUCT

We Do What is Right

The Code of Business Conduct (the "Code") helps us understand how IBA's Values are put into practice every day. It highlights the principles that guide how we conduct ourselves individually and how we operate our business in a socially responsible and ethical manner.

Beyond mere compliance with the law, **we conduct our business in accordance with the highest standards of honesty and integrity: we do what is right.** This Code provides guidance for situations that you might encounter on the job, and lists resources for help or further information. However, the Code cannot address every possible workplace situation. Use it as a guide about our ethical standards and where to take your questions or concerns.

When we follow the Code, we show our commitment to the Values that make IBA a unique business partner and a valued citizen of the global community.

Using the Code

- Please read the Code entirely.
- Think about how the Code applies to your job, and consider how you might handle situations to promote proper, legal, and ethical behavior and actions.
- If you have questions, please ask your local management, or contact another one of the resources listed in this Code.

Ethical Decision-Making

Ethical decision-making is essential to the success of our Company. Some decisions are obvious and easy to make; others are not. When faced with a difficult situation, asking ourselves the questions below can help us make the right decisions.

Four "yes" answers are required for an action to be aligned with IBA's Values:

1. "Is this legal and in keeping with our Company's policies?" If you think an action may be illegal, do not proceed. If you need information about which laws apply in a given situation, talk with your supervisor, manager or IBA's Legal Department. If the proposed action does not comply with Company policy, you should not do it.
2. "Is it consistent with IBA's mission statement and values?" Consider whether the action would be in line with our Company's Mission and its core Values.
3. "Can I explain it to my colleagues, my family, and my friends?" Ask yourself if you would make the same decision if you had to explain it to your colleagues, your family, and your friends.
4. "If this were made public, would I be comfortable?" Ask yourself if you would make the same decision if you knew that it would be reported on the front page of tomorrow's newspaper.

The Law, the Code, and our Company's Policies and Procedures

The following hierarchy will help you in determining which norm takes priority. As you examine the pyramid, you will note that local and/or country laws should take precedence. Once the law has been observed, the Code will have the upmost place within our Company's policies, followed by other corporate policies and procedures, and then by those at the business unit, country, geography, or department level.



Applicability

Our success depends on all of us and thus, the Code applies to all IBA employees.

To show our commitment, we are all required to **certify, in writing, that we have received, read, understood, and will abide by the Code. Written certification is a condition of employment.**

Besides knowing and understanding our Code, each of us must understand the level of authority included in our job. We must all be careful to act within the limits of that authority.

Reporting

If you are confronted with a potential conflict of interest, or believe that a violation of the Code has occurred, you should promptly report the conflict or violation to one of several internal resources at your option:

- Your manager or supervisor;
- The Human Resources BU Director ; or
- The IBA Compliance Officer.

Resources

Although the Code provides a framework to guide business conduct, it does not cover every possible situation. However, the following four steps can be of great help if you are confronted with a potential conflict.

- 1. Gather all the facts.** Prior to take any action gather all the facts that are required to make a well-informed decision that does not violate the Code.
- 2. Consider whether the action is illegal or contrary to the Code.** If the action is illegal or contrary to a provision of this Code, you should not carry out the act. If you believe that the Code has been violated by an associate, an officer or a director, you must promptly report the violation in accordance with the procedures set forth in the section entitled Reporting.
- 3. Discuss the problem with your manager.** It is your manager's duty to assist you in complying with this Code. Feel free to discuss a situation that raises ethical issues with your manager if you have any questions. You will suffer no retaliation for seeking such guidance.
- 4. If necessary, seek additional resources.** If you do not feel comfortable approaching your supervisor or desire further assistance, you may direct questions regarding ethical matters to the Human Resources BU Director or the IBA Compliance Officer.



OUR EMPLOYEES

False Allegations

We want to protect you and all who do business for, or on behalf of IBA. That is why purposeful, false allegations regarding the application of the Code will be considered in themselves as violations of the Code and treated as such.

The Code is a Living Document

We value your thoughts. If there is anything in the Code that you do not understand, or if you think any important subjects were not discussed, please bring your questions or comments to the Company's attention by speaking with your local management, your Human resources BU Director, or your IBA Compliance Officer.

This Code may be updated from time to time to stay current with developments both inside and outside of IBA.



We Value the Uniqueness of Individuals and the Various Perspectives and Talents They Provide

Our employees are IBA's most valuable resources and are essential to its success. In the course of our work, we use our creativity, knowledge, and experience to find innovative and practical solutions to our daily challenges. Our Values would be meaningless if IBA did not have the highest quality workforce possible and did not continuously work to develop its employees.

Diversity is fundamental to our culture. **We value the uniqueness of individuals and the various perspectives and talents they bring to IBA.** We learn from and respect the cultures in which we work, promote diversity within our work force, and have an inclusive environment that helps each and every one of us to fully contribute to IBA's success.

IBA becomes more innovative as different ideas and thinking are exchanged. Striving toward our common goals, our differences form the basis for our strength.

Equal Opportunity

IBA is committed to provide equal employment opportunities and to treat applicants and employees without illegal bias. We don't privilege people in pursuance of age, gender, origin, religion, philosophy, sexual orientation and handicap. It is our policy that **no one at IBA should ever be subject to any kind of discrimination.**

Productive and Safe Work Environment

We are committed to a positive, productive, and safe work environment, free from violence, threats of violence, harassment, intimidation and other disruptive behavior. We consider all threats of violence as serious. We need the cooperation of all our employees to maintain such an environment.

IBA does not permit any form of violence.

IBA is also committed to a workplace free of harassment.

If you are confronted with any of the above mentioned behaviours, you should report your concern to local management, your Human Resources BU Director, or IBA's Compliance Officer.

“ We value the uniqueness of individuals and the various perspectives and talents they bring to IBA. ”

NINE KEY PRINCIPLES

1 AVOIDING CONFLICTS OF INTEREST

Acting in the Best Interest of the Company

At IBA, we always expect one another to act in the best interest of the Company. This means that business decisions should be made free from any conflict of interest and/or partiality. We must make our decisions based on sound business reasoning.

Conflicts of interest may occur when an individual's outside activities or personal interests conflict or appear to conflict with the interests of IBA.

An outside activity is considered a conflict of interest if it:

- Has a negative impact on our business interests
- Negatively affects IBA's reputation or relations with others, or
- Interferes with an individual's judgment in carrying out his or her job duties.

Employees — and members of their immediate families must not:

- Compete against the Company
- Use their position or influence to get an improper benefit for themselves or others
- Use Company information, assets or resources for their personal gain or improper benefit of others
- Take advantage of inside information or their position with the Company.

Avoid activity that has the appearance of a conflict of interest — whether or not an actual conflict exists. If you think you may be in a situation that could be perceived as a conflict, disclose the potential conflict to your manager or supervisor, Human Resources BU Director, or to the IBA Compliance Officer immediately.

While this guideline does not attempt to provide an exhaustive list of all possible conflicts of interest that could occur, some of the more common conflicts of interest include:

- Having a direct financial interest in or holding any employment, managerial, directorial, consulting or other position with any firm or company which does or seeks to do business with IBA or against IBA. However, having a direct financial interest in a company which does or seeks to do business with IBA or against IBA is not prohibited if that direct financial interest has been purchased through a third party to which you have delegated the discretionary management of your assets.
- Taking for yourself any opportunities in which IBA could have an interest that are discovered through the use of IBA position, information or property.
- Soliciting or accepting personal discounts or other benefits from suppliers, service providers or customers that the public or your IBA peers do not receive.
- Misusing IBA resources, your position, or influence to promote or assist an unauthorized outside activity based on sound business reasoning.

“ We must make our decisions based on sound business reasoning. ”

Disclosure and Pre-Approval

In case you find yourself in front of a situation that places or might place you in a conflict of interest, it is imperative that you promptly disclose the situation to your manager, your Human Resources BU Director, or to the IBA Compliance Officer, who will provide you guidance on what steps to take.

Close Relationships with Business Partners

You may find yourself in a situation where your spouse, children, parents or in-laws or someone else with whom you have a close relationship is a supplier, customer, competitor, or employee of IBA. Such situations are not necessarily prohibited, but they call for extra sensitivity to security, confidentiality and prevention of conflicts of interest. Such a situation, however harmless it may appear, could raise suspicions that might affect working relationships. All such situations must be promptly disclosed to assess the nature and extent of any concern and how it can be resolved.

Fair and Honest Business Practices

Fair Dealing

We believe that one of the smartest things we can do is to do everything in such a way that people will trust us. If people know they can trust us, they will then wish to do business with us. The one thing over which we all have control is our reputation, so it is important that we be known as a company that keeps its word, as a company who can be trusted: honesty and fair dealing make good business partners.

“ If people know they can trust us, they will then wish to do business with us. ”

We should always deal fairly with customers, suppliers, competitors, the public, and one another and employees at all times and in accordance with ethical business practices. No one should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Donations, Gifts, Fees, Favors, Business Courtesies, and Other Advantages

It is often that business partners and/or customers wish to express their appreciation to one another with gifts or entertainment. However, it may be a conflict of interest for an IBA employee to receive or give extravagant gifts or entertainment to or from people or companies doing business with IBA. Therefore, to protect ourselves and those with whom we do business we must:

- Not offer or accept fees or honoraria in exchange for services provided on behalf of the Company.
- Not provide or accept uncommon gifts or entertainment from anyone doing or seeking business with IBA or any of its affiliates. Generally, modest forms of gifts and entertainment received from vendors are acceptable and do not create conflicts of interest. Such gifts and courtesies must comply with local laws and policies. For accepted gifts and courtesies, IBA's practice is to raffle the item amongst the employees. Please check with local management to determine the appropriateness of a received gift or your intent to provide a gift.

- Not give a gift or entertainment to anyone for the purpose of improperly influencing him or her to take action in favor of IBA. Business courtesies such as meals, transportation, and entertainment provided to a customer must be modest in amount and related to a legitimate business purpose (e.g., explanation or demonstration of IBA products, application of products, service capabilities, or training).
- Comply with tighter local laws and policies.

Donations to customers or organizations closely affiliated with customers shall entail a benefit to society and shall be made to promote better health care, demonstrate good corporate citizenship, or serve a genuine educational function. Such donations must comply with local laws and policies

We strive to maintain cordial relationships with our customers and business partners. To ensure a congenial environment is maintained, please note that the Code does not intend to prevent you from engaging in reasonable, business related contacts and entertainment within the normal course of business of IBA and at limited value. Such entertainment is a proper business practice and is deemed acceptable. **Your local management can provide you with guidance with relationship to business gifts and entertainment.**

Payments to Customers

We maintain thriving partnerships with our customers, who from time to time may provide consulting, research, or other services to IBA.

IBA may compensate customers for consulting, research and other services rendered, and reasonable costs incurred where the services have value to IBA and are rendered for fair market value.

We have a responsibility to provide instruction, education, and training on the safe and effective use of its products to health care providers. **If IBA provides honoraria or reimbursement of travel, living, or meal expenses to participants, the amount must be reasonable and in compliance with local laws and policies.**

IBA may, under some circumstances, underwrite the cost of continuing medical education conferences or professional meetings (e.g., registration fees, travel, living, and meal expenses). The laws regarding this type of support are complicated and such payments are not allowed in every country. In some countries, payments can be made only to the sponsor of the event or the institution of the attendee. All such payments must comply with local laws and policies.

Bribery: Actual or Perceived

In the spirit of high integrity, and in support of our value of fairness, we must not engage in bribery or any action that may be construed as bribery.

Bribery of any government official in any country is strictly against IBA policy, even if refusing to make such a payment would result in the Company losing a business opportunity. Almost every country prohibits the bribery of its own officials. In addition, many countries have laws that make it illegal to bribe officials of other countries.

Additional Policy: IBA policy. PREVENTING CORRUPT PRACTICES AND MAINTAINING STANDARDS OF DOCUMENTATION

Non-Public Price-Sensitive Information About Listed Companies and Insider Trading

We may, in the course of performing our duties, come into possession of “non-public information” or “inside information” about listed companies (including IBA, our clients or other companies with whom we do business). This inside information can be important and may affect the prices of securities, either positively or negatively.

Some examples of inside information include, before they are made public:

- Financial forecasts
- Changes in sales, market share or production
- Changes in debt ratings or analyst upgrades or downgrades of IBA securities
- Earnings, dividends or stock splits
- Proposed mergers, acquisitions, or divestitures
- Marketing plans
- Strategic plans
- New product information
- Changes in top management
- Signature of major sales agreement

It is illegal to purchase, sell, subscribe to, acquire or dispose of securities or any rights or interest in listed securities if you have inside information concerning the company whom you are buying securities. Doing so is referred to as “insider trading”.

Insider trading can put us all at significant risk, that is why these rules are so important and breaking them could lead to instant dismissal and significant civil and criminal penalties. **We must never use or share with others inside information about IBA or the companies doing business with IBA.**

Additional Policy: For further information on this topic, please refer to IBA Insider dealing policy.



2 COMPANY RECORDS AND INTERNAL CONTROLS

Fair and Accurate Records

Each of us records or prepares information of some kind during our work. Many people, inside and outside IBA, rely on those reports to be truthful and accurate – they include our employees, independent auditors, our shareholders, government agencies, and our stakeholders.

IBA's books and records must be prepared **accurately and honestly**, both by our accountants who prepare records of transactions and by any of us who contribute to the creation of records. For example, by submitting expense reports, job logs, measurements and time sheets. All of our books and records must be supported by enough documentation to provide a complete, accurate, valid, and auditable record of the transaction.

Fair and accurate books and records are essential for managing IBA's business and maintaining the accuracy and integrity of the Company's financial reporting and disclosure. This is true both for internal reports and for public communications.

Internal Controls

Reliable internal controls are critical for proper, complete and accurate accounting. Each of us must understand the internal controls relevant to our positions, and follow the policies and procedures related to those controls. We are all encouraged to talk to our managers or supervisors immediately if we ever suspect that a control does not adequately detect or prevent inaccuracy, waste or fraud.

Fraud / Theft

IBA relies on its internal controls and the personal integrity of all its employees to **protect Company assets against damage, theft and other unauthorized use**. Engaging in any scheme to defraud anyone — of money, property or honest services — violates the Code and the law and carries severe penalties.

3 COMPETING GLOBALLY: FAIR COMPETITION

Antitrust/Competition/Antimonopoly Laws

The purpose of antitrust –or competition or antimonopoly– laws is to help make sure that the free market system works properly, and that competition among companies is fair. We must all help ensure that IBA's business is always in compliance with these laws. Most of the countries where we do business have such laws.

We must be very careful when having contact with our competitors. **Antitrust laws prohibit any agreements with competitors that might restrain trade.** We do not want to even create the appearance that we have entered into any such agreement. Even communications with competitors that feel completely innocent might give rise to accusations.

Exchanging any information with a competitor can also give rise to concerns. **For this reason, membership in trade associations must be approved in advance by management.**

Prior to engage in any of those relationships or contacts, you should get advice from your local IBA legal counsel before you do so.

Relationships with Customers and Suppliers

There are also potential antitrust situations with regards to customers and suppliers. Such situations might result in restrained trade. Your local IBA legal counsel can advise you on the areas of your business that may be of concern.

Advocating IBA's Products, Technologies, and Solutions

Calling attention to the merits of our own products, technologies, and solutions is the best way to advance IBA's business, compete fairly, and create good will.

IBA employees should focus on the exceptional qualities of our offerings and exercise caution when speaking about competitors as disparagement of third parties can cause serious and negative consequences for the Company.

We must ensure that our communications about our Products, Technologies and Solutions are transparent, truthful and not misleading.

Also, pay special attention to the fact that communication about our products is subject to strict rules like FDA rules for example.

Additional Resources:

http://ec.europa.eu/competition/antitrust/overview_en.html

http://ec.europa.eu/competition/sectors/pharmaceuticals/overview_en.html

“ Calling attention to the merits of our own products, technologies, and solutions is the best way to advance IBA's business, compete fairly, and create good will. ”

4 QUALITY AND REGULATION OF MEDICAL DEVICES

Our mission is to protect, enhance, and save lives, and we do so through our products, technologies, and solutions. These must be medically safe and effective for their intended use to avoid harm to the patients.

The government agencies in the countries and regions in which we operate have established requirements to ensure the safety and effectiveness of medical products. These requirements are recognized by the public for protecting the health of the population.

We believe that quality management and product quality are among our most important principles, along with the prevention of regulatory violations.

We help to ensure product quality by:

- ▶ adhering to regulatory and generally accepted good manufacturing and laboratory practices, and quality system requirements;
- ▶ conducting product clinical trials in accordance with regulatory and ethical standards;
- ▶ making accurate product claims, supporting them with product testing and clinical trials where appropriate;
- ▶ properly registering all products by submitting true and complete information;
- ▶ properly labeling, advertising, and promoting our products; and
- ▶ responding to complaints and other indicators of potential problems and taking timely and appropriate corrective action.

Paying attention to quality is good for the patient, good for the Company, and good for our personal satisfaction in our work.

“ We believe that quality management and product quality are among our most important principles. ”

Additional Resources:
http://ec.europa.eu/enterprise/pharmaceuticals/index_en.htm
http://ec.europap.eu/enterprise/pharmaceuticals/pharmacovigilance/pharmacovigilance_en.htm

5 INTERNATIONAL TRADE LAWS

Compliance with Local Laws and Regulations

We do business in a global economy, and the laws of one country or jurisdiction sometimes apply to transactions or activities that occur elsewhere.

We must all comply fully with applicable country laws, including those concerning economic sanctions and export control, anti-boycott, and the diversion of products. Failure to comply with these laws can subject IBA and its employees to civil and criminal penalties, including suspension or denial of export privileges.

When business transactions involve several countries, we must find the best way to comply with the laws and follow the customs of one country without violating the laws or customs of another country. Should a conflict between the laws and/or customs of different countries arise, we should seek guidance from IBA's legal Department.

Trade Laws

Many countries have laws restricting, or otherwise require licensing for the export and/or import of certain goods and services to other countries and to certain parties. Countries may also impose various kinds of trade sanctions against other countries or groups of persons.

The scope of these trade sanctions and embargoes may vary widely from country to country. They may range from specific prohibitions on trade in a specific commodity to a total prohibition of all commercial transactions. **Due to the complexities of the legal requirements under many of these international trade laws, we must seek guidance from IBA's legal Department before exporting, or importing goods or services, or transactions that might be affected by trade sanctions.**

6 GOVERNMENT AFFAIRS AND POLITICAL INVOLVEMENT

Participation in the Political Arena

In the course of doing business around the world, IBA interacts regularly with government officials. How we conduct ourselves with governments and in the political arena can affect our reputation, our operations around the world, and our ability to work with government officials in the countries in which we operate.

Our activities must meet the highest ethical standards and comply with all host government laws and rules. In all instances, it is imperative for employees to seek proper guidance and obtain the required approvals before engaging in government or political activities.

Lobbying Activities

Lobbying is an activity aimed at influencing public policy decisions by providing information to elected or appointed officials and their staff. Lobbying activities include both direct communication with public officials and providing support to any person who engages in such communication. Lobbying activities are strictly regulated.

Prior to engaging in lobbying activities, any IBA employee must obtain management's approval.

Engaging in Political Activities

When engaging personally in political activities employees may not identify themselves as representatives of IBA or any of its affiliate companies.

7 PROTECTION OF INFORMATION AND INTELLECTUAL PROPERTY

Responsibility for IBA's Information Assets

The information we generate, use, and keep, is one of IBA's key assets. We protect and safeguard this information because it is vital for our research, our daily and on-going operations, and ultimately our success.

IBA's key information assets include the Company's paper and electronic records as well as systems that store, process or transmit Company information. IBA's intellectual property (including trade secrets, patents, trademarks, and copyrighted material) is also a key information asset.

Proper Access and Use of Information Assets

IBA policy protects our information assets against theft, unauthorized disclosure, trespass, misuse, and careless handling.

Local management may authorize viewing and handling of particular information assets. Employees unsure of their authority with regard to the handling of information assets should discuss this subject with local management for clarification. Examples of improper handling include unauthorized viewing, copying, distributing, removing from the premises, damaging, and altering of Company information.

Handling Sensitive or Proprietary Information

All employees must be cautious and discreet when using information considered as classified, confidential, or sensitive. Such information should be shared only with other IBA employees who have a legitimate need to know. Outside parties should only have access to such information if they are under binding confidentiality agreements (such forms are available at IBA's Legal Department) . In a same manner, we must always treat sensitive information that has been entrusted to us by others with the utmost care.

Patents, trademarks, copyrights, trade secrets, and other proprietary information – all considered intellectual property – are valuable corporate assets. Each employee must protect them. At the same time, IBA also respects the intellectual property of others and IBA and its employees will not knowingly infringe on or abuse the valid and enforceable intellectual property rights of third parties or violate any confidentiality agreements into which IBA has entered.

Similarly, we must not in any way obtain or try to obtain third party information or competitive intelligence in an unlawful manner, such as through bribing or illegal payments.

If you have a question about the use of patented or proprietary information including computer software of third parties, you should contact IBA's Legal Department.

“ We must always treat sensitive information that has been entrusted to us by others with the utmost care. ”

8 DATA PRIVACY

Use of Computer Systems and Other Technical Resources

We are all responsible for making sure that IBA's computer systems and other technical resources are used appropriately. We must keep access codes (for example, passwords, personal identification codes, etc.) secure and not share them with others. **Anyone with a system identity and password is responsible for activities performed under that identity.**

Use of Email and the Internet

The communications systems of IBA (including computers, electronic mail, intranet and internet access, telephones, voice mail, web and paper documents, memos and working papers) **are the property of IBA.** Our communication systems may be used for occasional personal use provided that such use is at minimum cost to the company and does not interfere with your work duties, and is in compliance with the Code and IBA's standards of acceptable behavior.

IBA encourages the responsible use of information technologies (e.g., computers, networks, e-mail, Internet) as valuable and effective business tools.

We urge all our employees to help us ensure that IBA is not inappropriately or unintentionally represented in any media advertisement, Internet home page, electronic bulletin board posting, e-mail, or any other public representation. This is especially true for personal use of our telecommunication systems.

The integrity of our communication systems must be protected. This requires that employees secure their personal access information in order to prevent unauthorized access to and use of our systems.

Communication systems should not be used for personal gain, unethical activities or to get access to information which is irresponsible and not compatible with the proper conduct of our professional job.

Some examples of unethical and irresponsible areas of access: hacking, and pornographic or gambling websites. We should not assume that any use of IBA's communication devices or systems is private as their usage may be monitored by the Company.

“ IBA encourages the responsible use of information technologies as valuable and effective business tools. ”

Employees Must Exercise Care and Discretion in Handling Personal Data

Personal data about our employees, customers, patients, and suppliers is an important information asset. Many of us handle personal data, or information about specific individuals. This includes data about employees, contractors, directors, shareholders, customers, patients, and anyone else with whom IBA does business. In many cases, there are laws that govern how we collect, use, and dispose of personal data. IBA respects the confidentiality of information relating to individuals, in both paper and electronic form. This information may not be used or disclosed improperly or by someone who is not authorized to do so.

Proper Use of Personal Data

The requirements of privacy laws around the world vary from country to country. It is important to remember that where privacy laws are stricter, IBA must comply with those laws.

When collecting and using personal data, you should keep several important principles in mind.

- Personal data should be processed only if there is a legitimate business reason to do so.
- You should not use more or different personal data than needed for the task at hand.
- Finally, you should keep all personal data secure and should follow IBA's policies and guidelines regarding information protection.

For Additional Guidance:
<http://www.privacycommission.be/>



9 IBA IN THE COMMUNITY

Environment, Health, and Safety

In line with its mission to *Protect, Enhance and Save Lives*, IBA places the highest priority on the health and safety of our workforce and the protection of our assets and the environment.

“ Every employee is expected to run its work with green awareness and a cautious attitude towards the environment. ”

Environment

IBA promotes sustainable development and is committed to diminishing its ecological impact. IBA is attentive to the weight of its activities, products and services on the environment. Subsequently, every employee is expected to run its work with green awareness and a cautious attitude towards the environment.

Concretely, that means that:

- We assess the environmental impacts of our products and business activities, and strive to reduce these negative impacts by developing and introducing environmentally compatible technologies and processes.
- In our business activities we work to help create a society with sound material cycles, by supporting efforts to better understand environmental issues, and by making use of technologies and information.
- We establish environmental management systems at all of our factories and operate them according to voluntary standards. We seek continuous improvement in our environmental management.
- We support communication and cooperation regarding environmental protection worldwide.

IBA as an organization will hence support as much as possible, any personal initiative that would help reduce the weight of IBA activities on the environment,

Health and Safety:

IBA is committed to conducting its business in compliance with all applicable environmental and workplace health and safety laws and regulations. The mission of IBA to “Protect, Enhance and Save Lives”, has a special impact on this commitment. Protecting lives is an everyday commitment at IBA and it first applies to ourselves and the people we are working with and for.

IBA is committed to health and safety practices and work environments that enable our people to work injury and illness free. To achieve this result, we:

- Ensure IBA operations comply with applicable occupational health and safety regulations and when appropriate implement additional controls to meet company requirements.
- Assure managers and employees are trained and accountable for preventing work related injuries and illnesses.

Through all steps of development, implementation and operation of IBA products and services, we ensure highest standards of safety for our employees, customers and patients.

“ Protecting lives is an everyday commitment at IBA and it first applies to ourselves and the people we are working with and for. ”

CLOSING NOTE: MAKING THE RIGHT CHOICE

IBA's legal and ethical obligations go far beyond what is included in this Code of Business Conduct. The responsibility for meeting our legal and ethical obligations cannot, however, be fully defined or guaranteed by any set of written rules. There will almost certainly be times when the best course of action can only be recognized by ensuring our actions are consistent with our Company's values and business ethics.

If questions arise about any matter of compliance or business ethics, whether covered by this Code or not, please contact:

- your local management,
- IBA's legal Department,
- your Human Resources BU Director,
- or IBA's Compliance Officer.

Other Company's policies and procedures should also prove to be a valuable resource for guidance on many compliance issues.

We must strive both individually and as a company to preserve and strengthen our commitment to total excellence in the operation of IBA. This pursuit of excellence begins with compliance with our Code.

In the end, our confidence must rest on the honesty, integrity, and good sense within each of us. Thank you for doing your part to make IBA a company we can all be proud of.



Who can I contact for advice?

If questions arise about any matter of compliance or business ethics, whether covered by this Code or not, please contact:

- your local management,
- IBA's legal Department,
- your Human Resources BU Director,
- or IBA's Compliance Officer.

Other Company's policies and procedures should also prove to be a valuable resource for guidance on many compliance issues.

How do I assess the situation?

Although the Code provides a framework to guide business conduct, it does not cover every possible situation. However, the following four steps can be of great help if you are confronted with a potential conflict.

- 1. Gather all the facts.** Prior to take any action gather all the facts that are required to make a well-informed decision that does not violate the Code.
- 2. Consider whether the action is illegal or contrary to the Code.** If the action is illegal or contrary to a provision of this Code, you should not carry out the act. If you believe that the Code has been violated by an associate, an officer or a director, you must promptly report the violation in accordance with the procedures set forth in the section entitled Reporting.
- 3. Discuss the problem with your manager.** It is your manager's duty to assist you in complying with this Code. Feel free to discuss a situation that raises ethical issues with your manager if you have any questions. You will suffer no retaliation for seeking such guidance.
- 4. If necessary, seek additional resources.** If you do not feel comfortable approaching your supervisor or desire further assistance, you may direct questions regarding ethical matters to the Human Resources BU Director or the IBA Compliance Officer.

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iba