



## Sustainability Policy & Principles

Dauids Policy

[www.dauids-bio.com](http://www.dauids-bio.com) (Custom Antibodies)

[www.dauids-science.de](http://www.dauids-science.de) (Lab Material)

### - 1 - Company Policies and Values

Our core values are the cornerstone of our corporate culture. We are committed to a shared vision characterized by teamwork, high quality of products and services, friendly interactions with employees and customers, flexibility and individuality, compliance with legal requirements, and animal welfare following the 3R principle.

#### Teamwork:

We believe in the power of the team and foster a culture of collaboration. Through open communication and shared goals, we create an environment where every employee can reach their full potential.

#### High Quality of Products and Services:

Our commitment to quality is unwavering. We focus on continuous improvement and strive to offer products and services that meet the highest standards. Customer satisfaction is at the center of our actions.

#### Friendly Interactions with Employees and Customers:

Respect and friendliness are not just words for us but lived principles. We value diversity in our team and treat customers with appreciation and courtesy.

#### Flexibility and Individuality:

In a constantly changing environment, we recognize the necessity of flexibility. We value the uniqueness of each employee and promote individual strengths and talents.

#### Compliance with Legal Requirements:

Compliance with all legal regulations is a given for us. We act ethically and integrate compliance into all areas of our business operations.

#### Animal Welfare (3R Principle - Reduction, Refinement, Replacement):

We actively support animal welfare and follow the 3R principle. This means we continuously seek ways to reduce the number of animals, refine methods, and, wherever possible, use alternative methods.

These values are not just part of our corporate philosophy but are also reflected in our daily actions. We are proud to promote a corporate culture based not only on success but also on integrity and responsibility.

## - 2 - Labour Conditions

Our company policy for labor conditions at Davids includes a clear commitment against any form of forced or child labor. Discrimination during the hiring process and throughout employment is not tolerated and actively combated. We ensure that all employees receive a salary above the legally mandated minimum wage. The regular weekly working hours are less than 40 hours, and we have deliberately avoided shift work to protect the health and well-being of our employees. Our commitment to fair and safe working conditions is reflected in these principles, which form the foundation of our corporate culture.

## - 3 - Training, Continuing Education, and Internship Supervision

Our commitment to continuous education and support of emerging talents aligns with our vision of a dynamic, innovative, and future-oriented work environment. Davids is dedicated to empowering employees while fostering the next generation of professionals.

### [Continuing Education and Training:](#)

We recognize the continuous development of our employees as a crucial contribution to our collective success. Our company policy on continuing education and training is based on the following principles:

#### *Promoting Individual Development:*

We actively encourage our employees to expand their skills and competencies. Individual development plans can be created in close collaboration with employees to support their professional goals.

#### *Access to Educational Resources:*

Davids ensures that employees have access to high-quality educational resources. This includes training sessions, workshops, online courses, and other relevant educational opportunities.

#### *Supporting Part-Time Vocational Training:*

We support employees who choose to pursue vocational training to deepen their expertise and expand their professional skills. Flexible working hours and financial support are possible options.

### [Internship Supervision for the Next Generation:](#)

Our responsibility extends beyond our own workforce. We are committed to fostering the talents of the next generation and offer internship programs:

#### *Internship Opportunities:*

Davids regularly provides internship positions to give students and career starters the opportunity to gain practical experience in their respective fields.

#### *Mentoring and Supervision:*

Interns not only gain insights into our work processes but are also supervised by experienced mentors. This ensures individual guidance and promotes personal and professional development.

## - 4 - Data Protection

Davids ensures the confidential handling of all customer data, including the antigens and materials sent to Davids, as well as the antibodies produced by Davids. Customer data or results are not shared with third parties in any way. For this reason, Davids does not provide references or publications on antibodies produced for customers. For delivery purposes, the customer's address is shared with the delivery service. If necessary, a confidentiality agreement can be signed.

Our company is actively committed to protecting the privacy and confidentiality of all data generated in the course of our business activities. We recognize the sensitivity of customer information and take all necessary measures to ensure that this information is securely stored and not improperly disclosed. Customer satisfaction and data protection are central values that we uphold in all aspects of our business practices.

## - 5 - Environmental Protection

Davids actively pursues an environmentally conscious strategy to minimize carbon dioxide emissions and waste generation. This is achieved through consistent recycling and the separate disposal of paper, plastic, glass, residual waste, and potentially hazardous waste.

We are committed to promoting environmentally friendly technologies by supporting the development and dissemination of such innovations. This includes state-of-the-art equipment with low energy consumption and advanced computer server structures.

Our commitment to environmental protection is reflected in concrete measures aimed at conserving resources and minimizing our company's ecological footprint.

## - 6 - Human Rights

At Davids, both the company and its employees are strongly committed to protecting international human rights. Our commitment extends to respecting and actively promoting human rights. We ensure that our business practices and employee conduct align with internationally recognized human rights standards. This stance forms the firm foundation of our corporate culture and is reflected in all our activities.

## - 7 - Prevention of Corruption

At Davids, we are strongly committed to combating any form of corruption, including bribery and extortion. Our company adheres to a clear zero-tolerance policy towards corrupt practices, and we are committed to maintaining the highest ethical standards in all our business activities.

To ensure that our employees act with the highest standards of integrity, we hold internal team meetings to raise awareness of the risks and consequences of corruption. We encourage all team members to confidentially report any suspicions or concerns regarding corrupt activities.

Our corporate leadership is committed to promoting transparent and accountable business practices and ensuring that all business relationships are based on fairness and integrity. Additionally, we expect our business partners and suppliers to adhere to the highest standards of corruption prevention.

Davids thus reaffirms its commitment to a corruption-free business environment, where honesty, transparency, and ethical behavior are the cornerstones of our entrepreneurial actions.