



CIFL's ethics charter

Charter to be returned completed and signed to :

CIFL - 28 rue Saint-Dominique - 75007 Paris

or by email ithobois@cifl.com

THE LABORATORY PROFESSION :

Through its representative association, the **CIFL** (Comité Interprofessionnel des Fournisseurs du Laboratoire - Interprofessional Committee of Laboratory Suppliers), the laboratory profession is committed, collectively, and each company, individually, to behaving as a fully-fledged partner, responsible and aware of the challenges facing this profession.

The Profession is thus committed, beyond its natural diversity, to elaborate, if necessary, coherent positions and proposals that each of its components promotes and defends, as soon as they have been duly adopted by the **CIFL** Board of Directors and approved by the General Assembly.

The guidelines, procedures and recommendations drawn up by the **CIFL** will be within the limits of its field of competence and to the exclusion of any practice prohibited by the Commercial Code.

The Profession undertakes to strictly respect the provisions contained in the "competition" section of the law on New Economic Regulations (law NRE 2201-420 of 15 May 2001).

MEMBER COMPANIES:

Membership in the **CIFL** implies the ability to manage and overcome the inevitable competitive tensions that may arise commercially, in the field, between companies. The member undertakes to :

- to behave in a way that excludes any denigration, false information or unfair action towards their competitors,
- to show solidarity with the companies of the profession, either individually or within the framework of the working groups, bodies and procedures set up by the CIFL.
- to adopt the same ethical behaviour towards its collaborators, its clients and its principals
- inform its collaborators so that they themselves respect this same Ethical Charter in its entirety.

To join the **CIFL** is to contractually accept individual and collective duties without prejudice to the respect of competition law and, in particular :

- **RESPECT OF THE STATUTES :**

By joining the **CIFL**, company representatives undertake to abide by the statutes and decisions of the Association.

Likewise, any member who refers to his or her membership in the **CIFL** to undertake a step or an action must inform the Association beforehand.

• **DEFENSE OF THE PROFESSION:**

The member undertakes to contribute to the influence of the Laboratory Profession. To this end, in addition to the individual actions that he/she may carry out for this purpose, he/she will provide the **CIFL** with all information useful to the Association and to all its members.

• **INVOLVEMENT IN THE PROFESSIONAL ACTION :**

The member undertakes, as far as its means allow, to participate actively and to bring its expertise to the working groups, meetings, commissions and general assemblies organized by the **CIFL** for the purpose of defining and conducting the common actions of the Profession.

• **PARTICIPATION IN PROFESSIONAL STATISTICS:**

The knowledge and mastery of economic data by the Profession have become imperative in order to be able to represent it, as a whole and in its various components, to the public authorities and other partners of the Laboratories.

To this end, the member will provide the **CIFL** with the elements that will enable it to draw up accurate and reliable general and sectoral professional statistics in compliance with confidentiality and competition law.

The **CIFL** undertakes to respect the confidentiality of all individual data provided to it by its members.

RESPECT OF THE ETHICAL CHARTER :

The **CIFL Board** ensures that the provisions of the present Charter are respected, both in letter and in spirit, studies any disputes relating to a breach of the association's ethics, hears the explanations of the company or companies concerned, endeavours to reconcile the points of view and to ensure that the debates are adversarial.

The Board may be seized by a member company that is aware of behaviour contrary to the provisions of this Charter and that can illustrate this behaviour with concrete and objective elements.

The Bureau submits its conclusions to the Board of Directors which, if justified, will apply the measures or sanctions provided for in this context or set out in the statutes.

After examining these conclusions, if the Board of Directors considers that the behavior of the company concerned justifies sanctions, it may, depending on the seriousness of the breach of professional and/or associative ethics :

- issue a warning to the company,
- request the exclusion of the company from the **CIFL**.

In the latter case, the member has the possibility to lodge an appeal before the next General Assembly, by registered letter. The member may then present his defense before the said General Assembly. The exclusion of a **CIFL** member is systematically submitted to the vote of the General Assembly.

Done at _____ on _____

Name _____

Company _____

Stamp and Signature