

The Danaher Code of Conduct Quick Guide

Our Core Values are reflected in the actions that we take each day and the Code is always a good place to start for ethics and compliance questions you may face.



Growing Through Integrity

- **Compliance with the law:** We comply with all applicable local, national and international laws and regulations wherever we do business.
- **Human rights:** The respect for and protection of human rights is part of our corporate culture.
- **Environment, Health & Safety:** Environmental protection, health and safety are integral parts of our corporate responsibility.
- **Product safety and good manufacturing practices:** We create and develop safe products and services for our customers.
- **Governmental & regulatory relations:** We conduct proper and legally impeccable relations with all government regulators and agencies.

Anti-Bribery, Anti-Corruption & Good Business Practices

- **Financial integrity & good record keeping:** We conduct our business and manage recordkeeping and reporting with integrity and transparency.
- **Anticorruption & antibribery:** We do not engage in corruption, bribery, kickbacks or other illegal transactions with private, commercial or governmental parties.
- **Gifts & entertainment:** When giving or receiving business gifts or entertainment, we do so in a transparent manner that complies with company policy, industry standards and applicable law.
- **Antitrust compliance:** We comply with applicable antitrust and competition laws and consult expert company counsel on antitrust and competition issues.
- **Insider trading:** We comply with applicable insider trading laws and company policy regarding material nonpublic information that we learn about our own or other businesses.

Conduct in the Workplace

- **Mutual trust & respect:** We treat each other in a mutually respectful and trusting manner at work and seek to create a workplace environment that does not allow for discrimination, harassment, bullying or intimidation.
- **Freedom to speak without fear of retaliation:** We encourage our employees to speak up freely and without fear of retaliation. We do not retaliate against employees who raise good-faith integrity and compliance concerns.
- **Conflicts of interest:** We disclose potential or actual conflicts of interest in the workplace in a timely manner for proper review and resolution.
- **Diversity & Inclusion:** Our leadership is committed to sustaining an inclusive culture in which diversity provides deeper customer insights and creates a competitive advantage in the markets we serve.

Technology, Intellectual Property & Confidentiality

- **Intellectual property:** We respect and protect all forms of intellectual property and protected content regardless of whether they are created by our companies or by third parties.
- **Information technology security:** We make proper business use of workplace information technology and help to protect systems and equipment against internal and external threats.
- **Confidentiality & public relations:** We protect company, product, service and other confidential business information from unauthorized disclosure and use.
- **Data privacy & protection:** We collect, retain, use and transmit personal data and information in compliance with applicable law and policy.
- **Responsible use of assets:** We deal with company property, products and resources responsibly and appropriately and use them only for their intended business purposes.