

ACD/Labs Code of Ethics



ADVANCED CHEMISTRY DEVELOPMENT, INC.

Our behaviors are guided by our corporate values that lay the foundation of ACD/Labs policies.

Our Values

ACD/Labs defines success as exceeding the expectations of our customers, collaborators, employees, and owners. We strive for excellence, and adhere to our stringent values of integrity, respect, and professionalism. Our team members are accountable for their actions. We celebrate the diversity of each individual in our multi-national team; their ideals and cultures. We adhere to sustainable long-term objectives and practices. We flourish through innovation, are committed to science, and embrace opportunities. We are inspired to be our best, be creative, work hard, and to have fun on our journey.

ACD/Labs employees adhere to high standards of ethics and integrity everywhere we operate, from software design and development to our business practices, administrative and employment protocols, and supplier and customer relationships.

ACD/Labs practices are based on long term, sustainable, unwavering commitments through:

- Upholding of legal requirements, regulations, and standards
- Maintenance of robust financial and operational controls
- Partnering with organizations that share the same values and integrity
- Accountability for the quality for our products and services
- Promotion of a safe and inclusive environment
- Celebration of diversity and respect for others

We Uphold the Letter and Spirit of Laws

We at ACD/Labs are committed to compliance with all laws, regulations, standards, and stringent operational practices.

We Have Robust Controls

The company maintains robust financial and operational controls. ACD/Labs chooses partners with values and integrity aligned with our own. ACD/Labs operations and associated financial statements are managed in accordance with Canadian Accounting Standards for Private Enterprises. These practices and statements are subjected to annual audits by one of the Big Four accounting organizations. ACD/Labs combines their responsibility to shareholders with obligations to our employees, customers, partners, and to society at large.

We Are Accountable

ACD/Labs and our employees hold ourselves accountable for the quality of products, solutions, relationships, and materials that we deliver and maintain. We take pride in supporting quality science and contributing to the innovation and advancements of our customers. We support external research to advance chemistry, life, and environmental sciences. We communicate truthfully and responsibly about our business, with messaging that is accurate, and supported by scientific or business evidence.

We Maintain a Safe and Inclusive Environment

As an equitable multinational employer, ACD/Labs promotes a safe and inclusive environment that respects opinions, encourages feedback, and supports multicultural, religious and gender diversity. ACD/Labs employees are encouraged to perform at their best, as a team, be curious and creative, take initiative, and support a rewarding work experience. ACD/Labs respects employee preferences for their work from home or office, right to disconnect, and work-life balance.

We Celebrate Diversity and Respect for All

ACD/Labs does not discriminate based on culture, nationality, gender, or religion. ACD/Labs respects the privacy and uniqueness of our employees, customers, business contacts, partners, and collaborators.