



**Freiburg Medical Laboratory  
Middle East L.L.C.**

## FORM

### Declaration Of Impartiality

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At Freiburg Medical Laboratory, the Management is fully committed to maintaining and demonstrating impartiality in all aspects of our operations. We ensure that all interactions with staff, patients, clients, and suppliers are fair, objective, and free from bias.

All decisions and actions taken by the organization are based solely on objective data and factual evidence to support the delivery of accurate, unbiased, and patient-centered diagnostic services.

Key organizational activities—including supplier selection, procurement, staff recruitment, contracts, sales, and marketing—are governed by well-defined policies and procedures designed to uphold the highest standards of fairness, honesty, transparency, impartiality, and ethical conduct.

To further strengthen our culture of integrity, we conduct regular training programs for all employees on our Code of Conduct, Anti-Bribery, and Anti-Corruption policies. Any concerns or suspicions of behaviour inconsistent with our principles are promptly investigated, evaluated, and corrected where necessary.

All staff are encouraged and empowered to report suspected violations without fear of retaliation, under the protection of our "Speak-Up" policy. This framework ensures continuous improvement, accountability, and alignment with international standards for quality and impartiality.

Freiburg Medical Laboratory remains steadfast in its commitment to impartiality, ethical conduct, and quality in healthcare delivery.

**Dr. Nehmat Elbanna**  
**Managing and Medical Director**  
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