

Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG

# Supplier Code of Conduct - Self-Commitment -

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## INTRODUCTION AND PRINCIPLES OF CONDUCT

Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG are convinced that the interests of patients and customers are best protected by fair competition. Every employee of our companies therefore has a duty in his or her "work-environment" to observe both the relevant laws that apply in each of the countries in which Klosterfrau is active and the company-specific regulations in his or her professional activities. Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG participate in competition exclusively in a fair manner and without any illegal collusion. Relationships with business partners should be based on fair business dealings and competition with regard to quality, price and performance and on compliance with the applicable laws and regulations. Business relations are purely factual and free of unfair methods. No unlawful, unjustified or unreasonable advantages are granted or accepted.

Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG are guided by these guidelines.

The rules set out in the following principles of conduct result in concrete instructions for conduct in the form of principles described in the following chapters. These principles can neither cover all conceivable situations nor all applicable rules to be observed in individual cases.

These principles of conduct are continuously developed and regularly adapted to current requirements and findings.

This Supplier Code of Conduct-Self-Commitment (SCoC-S) defines requirements that are observed by Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG. Obligations arising from this SCoC-S or from national and international laws may not be circumvented by contracts, false information or otherwise.

We also expect this and compliance with the following regulations from our business partners.

## **1. INTEGRITY AND ETHICS**

We act with integrity and in an ethical and responsible manner.

### **1.1. Compliance with applicable laws and regulations**

We observe all applicable laws and regulations and meet regulatory requirements to the reasonable best of our ability.

### **1.2. Business integrity**

As a matter of principle we separate private interests from business interests to avoid conflicts of interest or disadvantages for us and our contractual partners. Business relationships and contacts may therefore be used neither for our own benefit nor for the benefit of others.

We select our contractual partners solely on the basis of quality, price and suitability of the service. Agreements or exchanges of information on prices, supply relationships and their conditions from a competitive point of view are not permitted.

### **1.3 Antitrust law and fair competition**

We do not tolerate any form of illegal cartels, corruption, extortion or embezzlement. We do not offer or accept bribes, pay or solicit monetary benefits or engage in any other illegal inducement or arrangement in our dealings with companies or public bodies.

### **1.4. Confidentiality and data protection**

We confirm that confidential and proprietary information is properly used and safeguarded. This means, in particular, information concerning the companies, the employees, their personal data and information to be kept secret whether protected as industrial rights or not.

### **1.5. Animal Welfare**

Animals shall be treated with respect. Pain and stress to which animals are subjected shall be minimized as far as we can influence it. Animal experiments should be avoided as far as possible. Instead methods should be sought that make animal experiments obsolete. If scientific requirements are met or accepted by the authorities alternatives to animal experiments should be preferred.

## 1.6. Sanctions list review

With the introduction of the EC Anti-Terrorism Regulation companies are prohibited from maintaining business contacts with organisations or persons that do not pass anti-terrorism checks. Klosterfrau does not support business contacts with companies that are on sanctions lists.

## 2. HUMAN RIGHTS AND WORKING CONDITIONS

We strive to create a safe, respectful and non-discriminatory working environment. We respect the right of every individual to fair, courteous and respectful treatment and do not engage in human rights abuses.

### 2.1. Non-discrimination, respect and dignity

We do not tolerate discrimination in the workplace. Discrimination on the basis of race, ethnic origin, colour, nationality or national origin, age, gender, sexual orientation, disability, religion, political affiliation, trade union membership, marital status or any other unlawful ground of discrimination is prohibited.

### 2.2. Free choice of employment and prohibition of child labour

We strictly reject any form of involuntary, forced or compulsory labour. We denounce exploitative child labour and do not employ young workers younger than permitted by local legislation or international conventions. We expect the same from our business partners.

### 2.3. Working conditions and fair treatment

We act in accordance with applicable national laws and international conventions regarding working conditions including but not limited to employment contracts, wages and benefits, working hours, the right to form free associations and collective bargaining. We support fair and reasonable remuneration for workers. Wages paid and benefits provided for a normal work week shall be at least equal to the local legal minimum wage or local industry standards.

We denounce harassment or intimidation, violent or abusive behaviour in any form. We provide a workplace free from inhumane and crude treatment such as sexual harassment, corporal punishment, mental or physical coercion or verbal abuse.

## 3. OCCUPATIONAL HEALTH AND SAFETY

We provide a safe, hygienic and healthy workplace.

We protect the health of our workers from chemical, biological and physical hazards, unsanitary conditions and physically demanding tasks in the workplace. Occupational safety and health protection focuses in particular on the prevention of accidents. Young people in particular should not be exposed to dangerous, unsafe or unhealthy conditions that jeopardise their development. Employees should receive regular training on health and safety at work. We also expect this from the contractors.

#### **4. ENVIRONMENT**

We acknowledge that resources are conserved as far as possible throughout the value chain and that emissions or sustainable effects on the environment are minimised and eliminated or, if this is not possible, minimised and controlled significant environmental risks. We conserve natural resources through careful and efficient use of the environment, avoid the use of environmentally hazardous materials where possible and engage in recycling activities. We are constantly working to increase the proportion of sustainably sourced raw materials in our products and to minimise negative environmental and social impacts in manufacturing. Our business activities as well as those of contractual partners are reviewed for significant environmental impacts and effective policies and procedures are established to minimise them. Measures shall be implemented and documented that adequately reduce adverse impacts on the community, natural resources and the environment as a whole.

##### **4.1 Environmental law**

We act in accordance with relevant environmental legislation. All necessary environmental permits, licences, registrations and restrictions shall be obtained.

##### **4.2 Waste and emissions**

We have systems in place to enable the safe and lawful handling, movement, storage, disposal, release and disposal of waste, air emissions and waste water. Any waste, effluent or emission with the potential to cause adverse health effects to humans or the environment shall be appropriately managed, monitored and treated prior to release into the environment.

##### **4.3 Contamination and release**

We use systems that are designed to prevent or at least minimise unintentional contamination and release of hazardous substances, waste, effluents and emissions into the environment (e.g. public sewers, publicly accessible soil) at best to avoid or prevent but at least to minimise also to reduce the impact of unauthorised emissions on neighbours who may be affected.

of Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG

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## 5. CONFORMITY WITH THE PRINCIPLES OF THIS CONDUCT

Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG confirms hereby to conduct in confirmation with the principles of this self-commitment.

Berlin, 10.07.2023

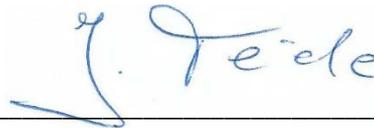
Klosterfrau Berlin GmbH/Artesan Pharma GmbH & Co. KG

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