

Business Partner

# Code of Conduct



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## Introduction

As a company operating in the health sector, sustainability is at the core of Oriola's business. We work to improve people's health and wellbeing, in line with our purpose, 'Health for life'. Our important role in society comes with a great responsibility, and we are committed to promoting sustainable business practices. In Oriola Group, we strive to be a responsible partner complying with high ethical standards.

Our Code of Conduct lays the foundation for everything we do, in combination with our values – we are open, we take initiative, we take responsibility and we work together.

This Business Partner Code of Conduct is a guideline based on the Oriola Code of Conduct explaining the key principles that Oriola applies in all its businesses, and we expect our Business Partners to comply with the same principles.

# Compliance

## We comply with the law

At Oriola Group we consistently comply with all applicable laws and regulations in all our activities. We do not accept any breach of law, and we never incite or advise anyone to breach the law.

Products and services of a Business Partner must always fulfil applicable laws and regulations in the EU. Business Partners must fulfil national laws in their respective country of business.

## We do not engage in bribery

At Oriola Group we do not pay, offer to pay or accept bribes or kickbacks to or from the government, public officials, candidates, business partners or other third parties in order to obtain or retain business.

Oriola Group employees are not allowed to accept or give gifts or entertainment from or to a Business Partner, with the exception of gifts or entertainment of a minor value that can be regarded as reasonable hospitality. Gifts or entertainment may further be given or received on an occasional basis only and should never create a conflict of interest between an Oriola Group employee and a stakeholder.

## We are committed to fair competition

Oriola Group believes in tough but fair competition. Violation of competition laws, such as participation in cartels, abuse of a dominant position in the market place, or the exchange of price or other commercial information between competitors, is prohibited.

Competition laws aim to protect consumers and businesses against unfair business practices. Each Business Partner shall comply with competition laws.

## We promote openness and transparency

Oriola Group promotes openness, transparency and continuous dialogue with its stakeholders, including customers and other business partners, shareholders, personnel, authorities, local communities and the media. We expect our Business Partner to comply with the same standards.

# Sustainability

## We promote human rights, non-discrimination and fair employment

At Oriola Group we support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses. We hire, employ and promote employees based solely on the competence and skills required to handle the tasks. We promote freedom from discrimination based on ethnic or national origin, gender, family status, sexual orientation, creed, disability, age or political beliefs, or other characteristics protected by law.

We foster equal opportunity, and employees are recruited and treated on the basis of their skills, abilities and merits. We do not accept any form of abuse, discrimination, harassment or bullying. We respect individual privacy and the confidentiality of private information. We respect our employees' freedom of association. We compensate our employees in accordance to local laws and we offer fair and competitive wages and fair working hours. We work for the effective abolishment of child labour and do not accept any labour that is not freely chosen, such as (but not limited to) slavery, servitude, compulsory labour or human trafficking.

We expect our Business Partner to comply with the same standards.

## We promote health and safety

Oriola Group endeavours to create hazard-free workplaces for its employees working in various locations by applying high standards of occupational health and safety and we expect our Business Partner to comply with the same standards.

## We minimize environmental impacts

At Oriola Group we strive to reduce the environmental impacts of our operations as part of our sustainable business. We are aware of our impact on the environment and we actively work to find new development areas to reduce our total environmental impact and, if applicable, will report our development as part of our sustainability reporting.

Products supplied or services provided to Oriola should have minimal negative impact on the environment and should not be designed in a way that may harm the environment, biodiversity or human health.

We expect our Business Partners to commit to minimizing the environmental impacts of their operations.

## We promote animal welfare

At Oriola Group we conduct clinical trials according to the international guidelines, as well as international and local laws and regulations. We follow the strictest ethical values and strive to refrain from animal testing when other valid alternatives for testing are possible.

## We maintain continuous dialogue with authorities

Oriola Group maintains constructive co-operation and dialogue with authorities and regulatory bodies at both local and international levels. Oriola Group seeks to play a role in serving the needs of the local communities whenever possible and expects the same from its Business Partners.

# Governance and Cooperation

## Management Systems

Business Partners shall have systems incorporated in their business to ensure a high-level operation standard as regards environment, quality and financials. Preferably certified systems such as GMP, GDP, GCP, ISO 9001, ISO 140001 and/or BRC should be used.

## Commitment, transparency and cooperation

Oriola expects its Business Partners to fulfil the principles set forth in this Code of Conduct and that all Business Partners ensure that their partners do the same. If any deviations to this Code of Conduct are identified by the Business Partner, including deviations at sub-partner level, Oriola is to be made aware of the deviation with-out delay. Oriola expects that a dialogue between Oriola and the Business Partner on how to best correct the deviation is initiated as soon as a deviation is identified.

Oriola expects its Business Partners to offer transparency in regards to their compliance with this Code of Conduct and that the Business Partner shares relevant information and documentation.

If deemed necessary and viable by Oriola and Business Partner, Oriola, or any mutually appointed third party, shall be entitled to audit Business Partner's plants and the plants of any sub Business Partners with respect to this Code of Conduct, environment, production, control of quality system and quality control of products and to carry out sampling and conduct other necessary investigations of quality and delivery performance.

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We hereby confirm Oriola's Business Partner Code of Conduct:

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Date

Place

Business Partner