



Code of Ethics for Suppliers of Arevipharma GmbH

arevipharma
Manufacturing health.

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Code of Ethics for Suppliers of Arevipharma GmbH

Arevipharma GmbH is committed to conducting its business in an ethical and lawful manner and expects the same from its business partners. We therefore also expect our business partners to comply with the guidelines presented in this Code of Ethics, in addition to complying with valid laws.

Ethical Business Practices

Gifts and benefits: Gifts and Benefits are not promised, offered or provided for the purpose of illegally influencing decisions regarding the business partners and/or Arevipharma. Acceptance is only permitted if it does not violate any applicable laws and complies with ethical customs. These must not have any influence on business decisions.

Fair Competition: Business partners shall conduct their business in accordance with the principles of fair and vigorous competition and in compliance with applicable antitrust laws. Business partners agree to comply with fair business practices, including accurate and truthful advertising.

Conflicts of interest: Business partners shall refrain from any interactions with Arevipharma employees that could conflict with, or even appear to conflict with, acting in Arevipharma's best interest.

Anti-corruption and business integrity: All forms of corruption are prohibited. Business partners shall not offer, pay or accept bribes or engage in other illegal inducements in business or government relations. Business partners agree to comply with all applicable anti-corruption laws and regulations.

Handling confidential information: Business partners must protect Arevipharma's confidential information. If an exchange of confidential information is necessary, a non-disclosure agreement must be concluded beforehand. All business partners must ensure and be able to demonstrate that they have implemented the necessary security measures to protect personal data and other confidential information.

Labor and Human Rights

Freely chosen employment: Arevipharma opposes any form of forced labor. Business partner must not use forced labour and must not support, encourage or participate directly or indirectly in slavery.

Wages, benefits and working hours: Business partners agree to compensate employees in accordance with prevailing wage laws, including regulations on minimum wages, extra-hours and mandated benefits.

Child labor and underaged employees: Business partners oblige not to use child labor. The employment of underage workers may only take place within the framework of the applicable UN Convention on the Rights of Children.

Handling personal data: Business partners must ensure and be able to demonstrate that they have implemented the necessary security measures to protect personal data and other confidential measures.

Fair Treatment: Business Partners must provide a working environment that is free from cruel and inhuman treatment or the threat thereof, including corporal punishment, sexual harassment or abuse, verbal abuse, and psychological or physical compulsion.

Discrimination and sexual harassment: Business partners oblige to reject any inadmissible discrimination, as well as any form of bullying and sexism. Different treatment of employees on the grounds of appearance, gender, ethnic origin, religion, disability, age or sexual identity must not take place.

Health, Safety and Environment

Employee protection: Business partners must protect employees of all genders and ages from excessive exposure to chemical, biological and physical hazards at the workplace. Appropriate controls, safe work practices and preventive maintenance must be in place to mitigate health and safety risks.

Environmental Authorizations: Business partners must comply with all applicable environmental regulations. All necessary environmental permits and licenses must be obtained, and operational reporting requirements must be followed.

Waste and emission: Business partners shall have systems in place to ensure the safe handling, disposal, storage, transport, reuse or control of waste, air emissions and wastewater discharges. Waste, effluents or emissions with a potential negative effect on human health or the environment must be appropriately disposed of, controlled and treated before release into the environment.

Releases and Leakages: Business partners shall have systems in place to prevent and mitigate accidental spills and discharges to the environment in order to prevent negative impacts on the population.

Hazard information: Safety information relating to hazardous substances must be available for the instruction, training and protection of employees from hazards.

Management systems

Commitment and sense of responsibility: Business partners must demonstrate their commitment to the concepts described in this document by allocating appropriate resources if requested to do so by Arevipharma.

Seminars and Competences: Business partners must provide managers and employees with the necessary knowledge, qualifications and skills through training programs. The goal is to meet these expectations, as well as knowledge of applicable laws, regulations and generally accepted standards. Appropriate documentation of training for all employees must be available for verification.

Legal requirements and client requirements: Business partners must identify and comply with all applicable laws, regulations, policy standards and relevant client requirements and address identified gaps in a timely, accountable and demonstrable manner.



If representatives of the business partners have reason to believe that employees of Arevipharma, or any person acting for or on behalf of Arevipharma, have been involved in illegal or otherwise unauthorized activities, they should report this immediately to the following email address: compliance@arevipharma.com

Signed,
Management