



Code of Ethics for Employees of Arevipharma GmbH

arevipharma
Manufacturing health.

Content

Code of Ethics for Employees of Arevipharma GmbH	1
Competition and Cartel Law	1
Conflicts of Interest	1
Gifts and Benefits	1
Environmental Protection	1
Data Protection	2
Dealing with Confidential Information	2
Prohibition of Unlawful Discrimination and Sexual Harassment	2
Alcohol and Drugs	2
Prohibition of Child Labor	2
Summary	3

Code of Ethics for Employees of Arevipharma GmbH

Arevipharma GmbH aims to create and maintain a corporate culture in which compliance with applicable laws and standards, as well as the company's own ethical principles defined in this Code, are upheld to the best of its ability. For these reasons, Arevipharma GmbH has established this Code of Ethics as a voluntary commitment that defines the standards and guidelines for Arevipharma's corporate actions.

The Code of Ethics has two main objectives: On the one hand, employees are to be shown general standards of conduct that serve as a guideline for dealing with colleagues and business partners. On the other hand, the Code of Ethics is intended so serve as Component for a holistic understanding in the corporate culture with regard to integrity and ethically impeccable behavior.

Competition and Cartel Law

Arevipharma is committed to the principles of free competition. Employees are instructed to refrain from business practices that are contrary to these principles.

Conflicts of Interest

Conflicts of Interest or even the appearance of such, e.g. through secondary employment or family relationships with business partners, must be reported in case of doubt and must not influence business decisions.

Gifts and Benefits

Offering and accepting gifts and gratuities that do not pose a risk of business influence is only permitted if this does not violate any applicable laws and complies with ethically acceptable customs. These may not have any influence on business decisions. In case of doubt, the company must be informed of any gifts or benefits that are unusual in terms of amount and scope.

Environmental Protection

Arevipharma is committed to the principle of protecting the environment and its resources for present and future generations. Therefore, through its HSE department, the company pays attention to the compliance with all environmental laws and regulations.

Data Protection

Arevipharma respects the rights of employees and business partners with regard to their personal data. Personal data is therefore handled exclusively in accordance with the statutory provisions. This is ensured by the company's internal data protection officer.

Dealing with Confidential Information

Employees are contractually obliged to treat information about the company, business partners and colleagues as strictly confidential. Furthermore, confidential documents must be stored in such a way that unauthorized access by third parties is excluded.

Prohibition of Unlawful Discrimination and Sexual Harassment

The conduct of Arevipharma's employees is characterized by a high level of respectful interaction with each other and is within the framework of legal regulations. Respectful treatment is important, as this is the only way to create a trusting working environment. Arevipharma therefore rejects any inadmissible discrimination as well as any form of bullying and sexism and undertakes to strictly punish them. Different treatment of employees on the grounds of appearance, gender, ethnic origin, religion, disability, age or sexual identity must not take place. Arevipharma firmly opposes xenophobia and political extremism.

Alcohol and Drugs

Alcohol and drug consumption pose a serious risk to the health of employees, as well as to the safety and productivity of the company. For this reason, a strict ban on alcohol and drugs applies throughout the company premises. Furthermore, employees are prohibited from coming to work intoxicated. As one of the largest manufacturers of narcotics, Arevipharma takes a firm stand against the misuse of narcotics. Employees are therefore required to undergo a pre-employment drug screening. An unannounced repetition of this procedure must be expected.

Prohibition of Child Labor

Child labor and any exploitation of children and young people are strictly prohibited at Arevipharma. The legal regulations apply to recruitment and employment, in accordance with the Youth Employment Protection Act.

Summary

Each employee contributes to ensuring that the Code of Ethics is always and correctly implemented in the company. If there is any uncertainty about the content of the Code of Ethics or if there are questions as to whether specific conduct meets the requirements of the Code of Ethics, every employee is encouraged to contact his or her supervisor or the Compliance Manager. Information can be submitted via an anonymous whistleblower system.

Signed,
Management