

Code of Conduct for Suppliers and Service Providers



One of the guiding principles of R-Pharm Germany GmbH in Illertissen is to contribute to the improvement of health and quality of life as a manufacturer, packer and developer of pharmaceuticals and food supplements. The focus is on **safety, health protection and environmental protection as well as the responsible use of energy resources.**

In order to meet our responsibility for a sustainable future towards customers, employees and the environment, we have already established an integrated management system for environmental protection, health protection & occupational safety for many years. In particular, the environmental and energy management system according to the requirements of DIN ISO 14001 and DIN ISO 50001, which we have implemented since 2002 and 2013, respectively, together with our corporate culture "Green Awareness" reflect our core values, in addition to the compliance requirements as well as the successful certification in occupational health and safety, the SGA management, according to DIN ISO 45001.

Therefore, we continuously drive the sustainability of products and solutions by combining economic success, social responsibility and environmental protection in our business activities, thus enabling us and our customers to meet society's current and future needs in terms of climate protection and energy efficiency.

We expect our suppliers and service providers to fully comply with applicable laws and to follow internationally recognized environmental, social and corporate governance (ESG) standards.

We also expect our suppliers and service providers to use their best efforts to implement these standards with their suppliers, service providers and subcontractors.

In particular, we expect you as a supplier and service provider to recognize, support and comply with the following ESG standards. These are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Environmental protection and energy management

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development and manufacture of your products, as well as their transport, use and disposal.
- You shall ensure, by means of appropriate management systems, that product quality and safety meet the applicable requirements.
- You protect the lives and health of your employees and neighbors as well as the public from hazards that may emanate from your manufacturing processes and products.
- You use resources efficiently, employ energy-efficient and environmentally friendly technologies, and reduce your waste volumes as well as emissions to air, water and soil.
- You reduce the impact of your activities on biodiversity, climate change and water scarcity.

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Social and corporate responsibility (code of ethics, compliance)

- You treat your employees with respect and create a workplace that is free from harassment or abuse of any kind, free from harsh and inhumane treatment, and free from unlawful practices or discrimination.
- You allow your employees or other stakeholders to report concerns or potentially unlawful practices in the workplace.
- You adhere to minimum wages and working hours in accordance with local laws and ensure compensation for a living wage in accordance with local living conditions.
- You support the protection of internationally proclaimed human rights, fight against forced labor (including modern slavery and human trafficking) and child labor.
- You support the right to organize and the right to collective bargaining in accordance with applicable laws.

- You comply with all applicable national and international laws, regulations, in particular trade laws and rules of antitrust law as well as sanctions regulations.
- You view corporate integrity as the foundation for business relationships.
- You prohibit any kind of bribery, corruption and money laundering.
- You prohibit gifts to private or public officials that are intended to influence business decisions or otherwise induce them to violate their duties.
- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- You implement an appropriate compliance management system that supports adherence to applicable laws, rules and standards.

It is important to us to ensure the principles of sustainable development in our supply chain. You can acknowledge the above principles or demonstrate your commitment to them through your own Code of Conduct or company policy that incorporates these standards.

R-Pharm reserves the right to conduct audits or assessments to ensure that you are complying with laws, rules and standards and will take appropriate action regarding the business relationship if there is cause for concern.

R-Pharm further reserves the right to terminate any relationship if the International Principles are violated, no action is taken to remedy such violations, or systematic violations are evident.

If you have any concerns about unlawful conduct or misconduct, for example in relation to your supply chain, please contact your R-Pharm representative.

YOU are part of this supply chain - R-Pharm counts on your commitment!