

**Gebro Pharma GmbH guidelines for ethical standards
in co-operation with suppliers and business partners
(Supplier Code of Conduct)**

Gebro Pharma GmbH requires compliance with the highest ethical standards and all anti-corruption laws applicable in the countries in which Gebro conducts business. Therefore, it is a material term for agreements with Gebro Pharma that supplier or business partner:

1. shall comply fully and at all times with all applicable laws and regulations, including but not limited to applicable anti-corruption laws, of the territory in which the supplier or business partner conducts business with Gebro;
2. agrees that it has not and will not, in connection with the performance of this agreement, directly or indirectly, make or offer any (facilitating) payments or of anything of value to any individual including a government official for the improper purpose of influencing or as a reward for any act, omission or decision to secure an improper advantage or to improperly obtain or retain business;
3. represents that it
 - has not been convicted of or pleaded guilty to a criminal offence, involving fraud or corruption; or
 - is not now the subject of any government investigation for such offences: or
 - is not listed by any government agency as debarred or suspended or otherwise ineligible for government procurement programs;
4. shall ensure that all transactions under agreements with Gebro are properly and accurately recorded in all material respects on its books and records and shall ensure further that it maintains a system of internal accounting controls to ensure that it maintains no off-the-books accounts;
5. ensures that it has ethical and human rights policies in place (and an appropriate complaints procedure to deal with any breaches of such policies), by which it is ensured that supplier or business partner:
 - a) does not employ, engage or use any child labour in circumstances such that the tasks performed by any such child labour could reasonably be foreseen to cause physical or emotional impairment to the development of such child;
 - b) does not use forced labour in any form;

- c) provides a safe and healthy workplace (or housing, if provided), presenting no immediate hazards to its employees;
- d) provides access to clean water, food, and emergency healthcare to its employees in the event of accidents or incidents at its workplace;
- e) does not discriminate against any employees on any ground (including race, religion, disability or gender);
- f) does not engage in or support the use of corporal punishment, mental, physical, sexual or verbal abuse and does not use cruel or abusive disciplinary practices in the workplace;
- g) pays each employee at least the minimum wage or a fair representation of the prevailing industry wage and provides each employee with all legally mandated benefits;
- h) complies with the applicable laws on working hours and employment rights;
- i) is respectful of its employees' right to join and form independent trade unions and freedom of association.

Supplier or business partner is responsible for controlling its own supply chain and shall encourage compliance with ethical standards and human rights by any SUPPLIER of goods and services that are used by the supplier or business partner.

Gebro reserves the right upon reasonable notice, during agreed days, to enter the premises of suppliers or business partners, with whom Gebro has concluded agreements, to monitor compliance with the provisions of this guidelines.

Status: 12/2024

Gebro Pharma GmbH



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