

IDT Biologika GmbH statement of human rights policy according to German Supply Chain Act Section 6 para. 2

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We view human rights protection as a central component in our corporate governance. We base our human rights commitment on the United Nations Universal Declaration of Human Rights and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognized human rights and observing such rights in our business activities and throughout our value chain. This especially includes the ban on child and forced labor as well as any forms of slavery and discrimination, while also reinforcing freedom of association.

Our commitment includes compliance with health and safety regulations, payment of appropriate salaries, and aiming towards sustainable environmental protection as described in *IDT Biologika sustainability report, 2022* ("Nachhaltigkeitsbericht IDT Biologika 2022")

We use the UN Guiding Principles on Business and Human Rights for orientation.

We are committed to the Minamata Convention on Mercury, Stockholm Convention on Persistent Organic Pollutants, Basel Convention, Children's Rights and Business Principles, United Nations Sustainable Development Goals (SDGs), Human Rights Guidelines for Pharmaceutical Companies in relation to Access to Medicines, and the Declaration of Helsinki.

This statement reflects our fundamental commitment to respecting human rights as already manifested in other corporate policies such as the "IDT Biologika Code of Conduct" and our sustainability report.

The principles set out in this policy apply to our own business activities and all staff members at IDT Biologika GmbH. We also expect the same commitment to compliance with the principles set out here and implementation of the appropriate processes towards respecting human rights from our suppliers and other business partners. This includes providing information on methods of compliance with these principles if requested.

We always comply with applicable national law. We strive to promote the principles governing international standards without conflicting with local laws where such local laws conflict with international human rights. We comply with local laws that extend beyond international standards.

We strive to implement the appropriate due diligence processes to identify and reduce risks or impacts in defending our commitment towards respecting human

rights. We will be updating our policy statement as needed over time.

As a chemicals and pharmaceuticals company, we have various ways of defending human rights. However, we are also aware that our own business activities involve potential risk to human rights.

We strive to analyze, document, and improve our own awareness of our risks and our company's specific involvement in these risks as they affect our own business area and supply chain, and we do so in a methodical and regular fashion using structured risk assessments. We already carried out an initial risk analysis by the end of 2023. We will include the results from risk analysis in relevant business processes at IDT, especially in our supplier management system. We will take the appropriate preventive measures wherever risks exist.

This includes human rights and environmental criteria in selecting and evaluating suppliers as well as applying due diligence.

We place utmost priority on health and safety at work. We implement uniformly high standards at all our company locations in our continuous effort towards ensuring a safe and healthy working environment. Our staff members take part in regular workshops and training programs to promote safety-aware behavior.

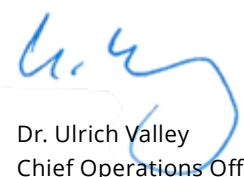
We are committed to taking effective remedial measures wherever our business activities should cause or contribute to actual human rights violations. We also actively seek redress for any adverse impact we may have caused or contributed to.

We have a compliance officer to receive reports of any potential compliance or human rights violations, and we also use the LegalTegrity digital whistleblower solution. This whistleblower system has been used several times in the past. We are working on continuously developing our complaints system.

A governance structure that distributes responsibilities for implementing our human rights strategy in company operations is currently being set up. We will be updating our policy statement as needed.

27.01.2024

Date


Dr. Ulrich Valley
Chief Operations Officer