

# Supplier Code of Conduct of IDT Biologika GmbH

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## Preamble

IDT Biologika GmbH (IDT) develops and manufactures innovative vaccines and biopharmaceuticals and, as a science and technology company, bears a high level of responsibility that requires compliance with certain standards in the cooperation with the supplier.

The Supplier Code of Conduct defines IDT's requirements with regard to the working environment, protection of assets and information, conduct in business relationships and basic principles on the supplier's social responsibility. The supplier shall ensure that these requirements are met and that these standards are also implemented by its suppliers and subcontractors.

## 1 The working environment

### Occupational Health and Safety

The Supplier shall provide a safe, healthy and hygienic working environment in accordance with internationally recognised occupational health and safety standards and take necessary measures to prevent accidents and damage to health.

### Other labour standards

The Supplier shall ensure that working hours are in accordance with applicable national law, industrial standards and relevant ILO conventions and that wages and social benefits are provided in accordance with relevant national or local standards.

## 2 Protection of assets and information

The Supplier undertakes to respect IDT's assets, business-related information and intellectual property rights. All information received in the course of the business relationship shall be treated as strictly confidential, unless such information is already in the public domain or is lawfully available to third parties. The supplier shall also protect confidential information from unauthorised access and use and destroy it or return it to IDT if it is no longer required in the business relationship. The Supplier further undertakes to take appropriate measures to comply with information security.

## 3 Conduct in business relationships

### Compliance with laws, recognised standards and guidelines

The supplier assures to comply with the respective applicable national laws and internationally recognised standards and guidelines in all business actions and decisions, such as in particular the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises.

### Prevention of corruption

The Supplier undertakes to comply with international and local anti-corruption laws and standards. The supplier shall not attempt, either domestically or abroad, to influence its own business partners in a punishable manner by exchanging gifts or offering or accepting other (monetary) benefits.

### Antitrust and competition law

The supplier shall observe the relevant national and international antitrust laws as well as laws against unfair competition. Agreements on prices or conditions with competitors are to be refrained from, as are other agreements restricting competition, which include in particular agreements with competitors for the purpose of market or customer sharing.

### Export and Import

The Supplier undertakes to comply with the relevant import and export control laws, in particular sanctions, embargoes and other laws, regulations, government orders and policies controlling the transfer or delivery of goods and technology.

## 4 Social responsibility

### Environmental and climate protection

In order to protect people and the environment, the supplier undertakes to minimise environmental pollution, to observe and continuously improve environmental and climate protection with regard to legal requirements and applicable international standards. This includes the avoidance of emissions and waste as well as steps to increase resource efficiency. For this purpose, suitable and traceable measures shall be taken and management systems (e.g. according to ISO 14001 or an equivalent system) shall be operated in order to ensure the protection of the environment and the climate. The supplier

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shall ensure the safe and environmentally compatible development and manufacture of products as well as their packaging and transport.

### **Human and fundamental rights**

The supplier respects and supports the observance of human rights in the sense of the "Universal Declaration of Human Rights of the United Nations".

This includes the observance of the following principles:

- The exploitation of children and young people is not tolerated (see Convention 182 of the International Labour Organisation).
- All forms of forced and compulsory labour are not tolerated.
- Freedom of association and the right to collective bargaining are recognised.
- The supplier shall treat its employees with dignity and respect and shall not discriminate against them.

### **Product safety**

The supplier undertakes to comply with the country-specific laws and legal requirements for product safety. He further undertakes to provide IDT with all relevant product information, in particular on the composition, the use (processing instructions or assembly instructions as well as occupational safety measures) and, if applicable, on the disposal of his products in good time before delivery/service. In order to meet the legal requirements, this shall include the complete documentation with safety data sheets, labelling regulations, etc. Information provided by IDT shall be included in the relevant documents.

### **Clinical trials and animal welfare**

The supplier is committed to strict compliance with applicable animal welfare laws. Clinical studies, animal testing and/or the procurement of source materials of animal origin shall only be conducted in accordance with applicable national and local regulations and international guidelines.

## **5 Implementation of the requirements and standards**

### **Implementation**

The Supplier undertakes to comply with the requirements of this Code and shall make it known to its own employees in an appropriate manner. The supplier will work to ensure that the requirements of this Code are consistently disseminated throughout its supply chains.

### **Monitoring**

The supplier acknowledges the right of IDT to monitor compliance with the above requirements either itself or through independent third parties on site. This right only relates to the requirements and standards from this Code of Conduct and is without prejudice to possible provisions to the contrary from other agreements.

### **Sanctions and corrective measures**

The Supplier further acknowledges that IDT will consider any material breach of the aforementioned obligations as a breach of contract and will legally assess the impact of each individual case and decide on appropriate remedial action.

### **Complaints mechanisms**

The Supplier shall, to the extent permitted by law establish notification channels for its employees to report possible unlawful conduct.

### **Other**

The requirements and standards set out in this Code of Conduct take precedence over any agreements made in other contracts to the extent that they relate to the contents of this Code of Conduct, unless the parties expressly agree to deviate from this Code of Conduct.