



BioArctic Supplier Code of Conduct

Because it matters

At BioArctic, our work always aims at creating the best opportunities for patients and their families. We believe that this mission is a shared mission and only by safeguarding responsible behavior throughout our value chain can we rest assured that we have done everything in our power to reach this goal.

BioArctic believes that it is important that our suppliers act responsibly from an environmental, social and governance (ESG) perspective in the communities where they are present. Active engagement in sustainability-related questions will bring benefits to patients and their families, our customers, our people and society at large.

What BioArctic expects from its contracted suppliers

BioArctic expects its suppliers to conduct its services and business in line with the UN Guiding Principles on Business and Human Rights and the UN Global Compact. This Code sets forth the minimum level of approved behavior and might even stipulate higher standards than required by local law. In the case local law is stricter than the Code, local law shall prevail.

BioArctic's suppliers are expected to, in proportion to risk, fulfil the guiding principles below:

- Have a policy on corporate sustainability with a focus on the supplier's material sustainability issues;
- Actively incorporate the sustainability policy in its organization and amongst its employees;
- Be able to provide a sustainability report or equivalent report that demonstrates that the supplier is acting proactively;
- If applicable, perform human rights due diligence using a risk-based approach;
- Carry out its activities in alignment with core labor standards, including respecting the freedom of association and right to collective bargaining;
- Ensuring that there is no form of child, forced and involuntary labor as well as harassment and abuse of workers;
- Establish procedures to prevent and monitor health and safety risks;
- Promote inclusion and diversity at the workplace;
- If applicable, ensure that its research complies with and is ethically and scientifically reviewed according to relevant laws;
- Ensure measures in place to secure data security and data privacy;
- Monitor and reduce its environmental impact;
- Promote good business ethics and governance, in particular regarding anti-corruption; and
- Prevent criminal activity, e.g., bribery, tax evasion and its facilitation.

BioArctic expects its suppliers to promote and apply similar risk based ESG principles as the above to their suppliers and subcontractors. The supplier shall, upon BioArctic's request, join a monitoring platform of BioArctic's choice for sustainability rating and comply with pre-announced audits regarding sustainability topics.

Upholding the Code

To uphold the code, BioArctic:

- Takes a risk-based approach by applying our sustainability risk assessment model to identify supplier sustainability risks and applies the expectations of this code of conduct to our contracted suppliers accordingly,
- Integrates the Code of Conduct for Suppliers, or equivalent expectations, in BioArctic's strategic supplier agreements, and
- Follows up the supplier compliance to the Code of Conduct for Suppliers in BioArctic's supplier management program.