Macure Supplier Code of Conduct

Introduction

We need to conduct our operations in a way that supports sustainable development. By this, we work to ensure that goods and services procured are manufactured under sustainable and responsible conditions.

We expect Suppliers to comply with this Supplier Code of Conduct and do their utmost to meet its requirements within their organizations and in the supply chain. This should take place through dialogue, transparency, and open cooperation between Macure and its suppliers, which will benefit both parties.

The Suppliers commitment adheres to conducting its business in accordance with the following international conventions and laws:

- UN Universal Declaration of Human Rights (1948)
- ILO's eight core conventions on forced labor, child labor, discrimination, and freedom of association and organizational law (Nos. 29, 87, 98, 100, 105, 111, 138, and 182)
- UN Convention on the Rights of the Child, Article 32
- The occupational safety and health legislation applicable in the country of manufacture
- Labor law, including rules on pay conditions, and the social insurance cover applicable in the country of manufacture
- The environmental protection legislation in force in the country of manufacture
- UN Convention against Corruption

When international regulations prescribe stronger protection for the individuals than national legislation, the Supplier shall take reasonable measures to follow comply with the international regulations.

The supplier shall support and respect human rights

- The supplier is responsible for respecting and supporting human rights both within its operations and the supply chain.
- The supplier shall ensure that it does not participate, directly or indirectly, in violations of human rights. This also includes situations when the supplier fails to pose questions on violations of human rights or benefits from violations that are carried out by a third party.
- The supplier shall have routines in place to evaluate the risks of participating in violations of human rights through its operations.

Child labor is prohibited (ILO no. 138 and 182, UN CRC article 32) 2

- Child labor refers to all economic activities that a person of compulsory school-going age or younger carries out. No employee may be under the age of 15 (or 14 if national legislation allows for this), or younger than the minimum age of employment if this age exceeds 15 years.
- Youth between the ages of 15 and 18 may work with non-hazardous operations, under the precondition that they have reached the legal age of employment and have completed compulsory national education.
- If child labor is detected, the supplier shall act based on the best interests of the child and find suitable solutions in consultation with the child and the family of the child.

Forced labor is prohibited (ILO no. 29 and 105)

- Forced labor refers to labor or services exacted under the menace of any penalty for which the said person has not offered himself voluntarily. Forced labor, including slave labor, bonded labor, or involuntary prison labor shall not take place.
- All labor shall be voluntary, and the employee shall have the right to terminate employment following a reasonable term of notice.

Discrimination and harassment are prohibited (ILO no. 100 and 111)

- Discrimination refers to any distinction that is not based on the merits or qualities of a particular job but involves differential treatment based on biased grounds. The supplier shall support diversity and equal opportunities in employment. Discrimination based on race, sex, marital status, pregnancy, religion, social or ethnic origin, nationality, physical ability, political opinion, union membership, or sexual orientation may not take place.
- Harassment refers to instances when employees are subject to harsh or inhuman treatment, including sexual harassment or other forms of psychological or physical punishment. Harassment may not take place.

Freedom of Association and Collective Bargaining (ILO no. 87 and 98)

- Freedom of association and collective bargaining refers to formalized and/or non-formalized forms of cooperation to support and defend employees' interests at the workplace and in the relationship between employers and employees. The supplier is expected to recognize and respect the rights of employees (and employers) to organize, to join organizations in which they choose to participate, as well as the right to collective bargaining.
- In countries where freedom of association is limited or under development, the supplier shall support instances where employees may meet management to discuss wage and labor conditions without the risk of negative sanctions.

Legislation

- The supplier must fulfill local laws and regulations in the countries in which they operate.

Wages and hours of work

- Wages shall be paid directly to the employee within the agreed-upon timeframe and in full. The supplier shall support the payment of living wages to employees, and under no circumstances support the payment of less than the national or locally stipulated minimum wage. Overtime compensation shall be paid and specified in wage statements.
- Employees shall have at least one day of rest per week. Working hours shall not exceed legal limits or a maximum of 60 hours per week, including overtime.
- Leave, including vacation, holidays, sick leave and parental leave shall be compensated for by national legislation.

Safe and Hygienic Working Environment (ILO no. 155 and 170)

- A safe and hygienic working environment refers to the employee when she/he is present in an area that the employer has direct or indirect control over, being guaranteed to be free from or protected from conditions that can constitute a hazard for the employee's physical and or psychological health. The employee working within the operations of the supplier shall be provided with a safe and healthy working environment where preventative measures shall be taken which reduce injury and risks to health.
- Employees shall receive training on the potential health risks that the work can entail, including fire safety, hazardous operations, and first aid. The employer shall, to the extent that it is possible, provide relevant protective equipment and ensure that information on health and safety is readily available at the workplace.
- Emergency exits shall be marked and illuminated and may not be blocked. Evacuation exercises and the testing of fire alarms shall be conducted regularly.

Environment

- Suppliers shall conduct their operations responsibly concerning the environment and comply with local and national environmental legislation. Through a structured and systematic approach or the identification, measurement, and follow-up of its environmental impact, the supplier shall aim to continually improve its environmental performance and minimize the use of resources and the production of waste.
- The supplier shall aim towards employing a life-cycle perspective concerning the environmental impact of products and services and shall place environmental requirements on subcontractors.

UN Convention against Corruption

- The supplier shall not directly or indirectly offer undue payment or other forms of compensation to any person or organization to obtain, maintain, or direct business operations or receive other undue advantages within the framework of its operations.
- The supplier shall not directly or indirectly request or accept any form of undue payment or other forms of compensation from a third party that can affect the objectivity of business decisions.

Compliance

The Supplier acknowledges MACURE GROUP's right to request data, conduct monitoring, and based on supplier risk assessment, carry out onsite or remote audits to verify compliance with and adherence to the international conventions, laws, and standards listed in this Supplier Code of Conduct.

The Supplier shall ensure that all its sub-suppliers and subcontractors are informed of, and comply with, the Supplier Code of Conduct and the subsequent obligations. The Supplier must forward this Supplier Code of Conduct to its first-tier sub-suppliers and obtain confirmation of adherence upon request.

Reporting Violations

Violations of the Supplier Code of Conduct can be reported through our Whistleblower Scheme.
Reports can be submitted via email to reportincident@macurepharma.com.

Lars Mark Poulsen

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