



POLPHARMA GROUP SUPPLIER CODE OF CONDUCT



INTRODUCTION

We are a leader in the Polish pharmaceutical market and one of the largest pharmaceutical groups in the Central and Eastern Europe and Central Asia region. Our mission is: „We help people live healthy lives in a healthy world.”

We conduct our business operations based on the highest ethical standards, guided by our value system founded on three core values: „We Act with Ownership,” „We Act as One,” and „We Act with Openness.” These principles are embodied in actions characterized by respect, integrity, responsibility, openness, solidarity, and collaboration.

We are a Group that operates consciously and responsibly within society and the environment. We respect human rights and integrate sustainability principles into every aspect of our business operations and across all stages of our value chain. We operate respecting diversity and inclusivity, and we do not tolerate any form of discrimination, including but not limited to gender, age, race, or religion. We expect the same approach from our stakeholders, including our Suppliers.

Compliance with the high ethical and social standards upheld by the Polpharma Group, such as those listed below, is of fundamental importance while establishing and maintaining relationships with Suppliers:

- adherence to legal requirements, including those concerning human rights protection,
- ensuring the safety of people and information,
- compliance with ESG (Environmental, Social, and Governance) requirements and ethical business practices,
- maintaining the highest standards of employment and employee management,
- care for the natural environment and local communities, including through engagement and dialogue,
- and striving for continuous improvement in the quality of services provided, is fundamental in establishing and maintaining cooperation with Suppliers.

This Code summarizes the key principles of conduct for the Polpharma Group and all of its Suppliers. Adherence to this Code, along with the promotion of its principles and values, is an essential criterion for selecting and assessing collaboration with our Suppliers.

In cases of discrepancies between applicable legal regulations in the Supplier’s country of operation and international standards, we expect Suppliers to adhere to the more stringent regulations. In the area of human rights, Suppliers should always align with International Regulations.

PSCI Principles

Zakłady Farmaceutyczne Polpharma S.A. is a member of the Pharmaceutical Supply Chain Initiative (PSCI) – an international industry initiative whose purpose is to promote responsible supply chain management in the pharmaceutical sector by establishing uniform standards in the areas of ethics, labor, occupational health and safety, environmental protection, and management systems.

Having regard to the membership of Zakłady Farmaceutyczne Polpharma S.A. in the PSCI and to the role of that company as the leading company within the Polpharma Group, the Polpharma Group expects its Suppliers, in addition to this Code, to comply also with the principles set out in the “PSCI Principles for Responsible Supply Chain Management” (the “**PSCI Principles**”) – to an extent proportionate to the scale and nature of the given Supplier’s operations.

In order to facilitate the Suppliers' fulfillment of the above expectations regarding compliance with the PSCI Principles, those principles have been – to the fullest extent possible – incorporated into the content of this Code. Suppliers nevertheless remain obliged to familiarize themselves with the full text of the PSCI Principles, which is available at: <https://pscinitiative.org/downloadResourceFile?resource=1>, and to comply with them. The PSCI Principles shall be treated as supplementing this Code and an integral part hereof; consequently, unless a given provision of the Code provides otherwise, any reference to the Code and/or to the principles set out in the Code shall be construed as a reference to the Code and the PSCI Principles jointly.

INTERPRETATION

The following terms within this Code are defined as:

Supplier or Suppliers – means (i) any natural person, legal person, or organizational unit without legal personality, irrespective of its country of residence, origin, or registered office, which provides services or supplies goods (products) to any company belonging to the Polpharma Group; this term also covers (ii) Supplier Employees.

Polpharma Group or Group – means the Polpharma Group, consisting of Zakłady Farmaceutyczne Polpharma S.A. as the leading company and its affiliated companies which conduct business activity.

Supplier Employees – means individuals performing work for the Supplier under an employment contract or other legal arrangement, including a contract of mandate, a contract for specific work, or a contract for the provision of services (B2B), as well as natural persons, legal persons, and organizational units without legal personality collaborating with the Supplier on other legal basis, including under a contract of sale, a supply contract, a contract for the provision of services, or another contract customarily concluded by the given Supplier in connection with its business activity.

International Regulations – means the UN Guidelines and OECD Guidelines (as defined in the Appendix to this Code), as well as conventions, international laws, and other international regulations (including voluntary regulations and standards) specified in the Appendix to this Code.

1. MANAGEMENT AND ETHICS

We require our Suppliers to conduct their operations in alignment with the values and ethical principles upheld by Polpharma, such as integrity, respect, solidarity, responsibility, and cooperation, as well as to manage their activities in compliance with applicable legal regulations and the expectations set out in this Code, including International Regulations.

We expect that Supplier Employees are provided with opportunities to continuously expand their knowledge in areas such as ethical standards in business operations, respect for human rights, care for the natural environment, and compliance with the laws governing the principles of conduct outlined in this Code.

a. Integrity and Responsibility in Operations

Suppliers are obligated to adhere to the highest business standards, namely: (1) compliance with the principles of fair and free competition, having regard to competition law and respect for fair market practices; (2) the use of reliable and non-misleading advertising and reliable communication; (3) care for product safety; (4) due care in the collection, processing, and storage of the personal data of contractors and customers; (5) protection and non-disclosure of confidential information shared during the course of cooperation; (6) respect for intellectual property rights, including moral and economic copyrights; and (7) respect for other legal regulations and provisions related to the specific nature of their business activities.

b. Anti-Corruption in All Its Forms

All Suppliers are required to familiarize themselves with the anti-corruption principles set out in our Anti-Corruption Code. Any corrupt practices, whether by Supplier Employees or through third parties, are strictly prohibited. This applies to both public sector relationships (public sector corruption) and private sector dealings (private sector corruption). It is absolutely prohibited to offer or give undue benefits to influence the actions or inactions of individuals to establish or maintain a business relationship. Specifically, it is unacceptable to offer or give money, equivalents of money, gifts, services, or other material or personal benefits to politicians, public officials, auditors, or employees of regulatory, certifying, or supervisory bodies that could prompt them to undertake or refrain from certain actions within their official duties.

Suppliers must not offer or give employees of the Polpharma Group gifts in the form of cash or its equivalents. Only small business gifts that comply with applicable laws and accepted customs are permitted, provided they are given on a promotional or occasional basis and do not create obligations for reciprocity or influence any actions or inactions.

c. Conflict of Interest

It is the duty of Suppliers to prevent and avoid situations that may create actual or perceived conflicts of interest during the process of pursuing cooperation with the Polpharma Group and throughout the duration of such cooperation. This includes relationships arising from family ties, affinity, adoption, personal relationships, or financial or organizational involvement between representatives of the Supplier and the Polpharma Group. To maintain objectivity and fairness in mutual relationships, Polpharma Group Suppliers are required to disclose any information that may lead to a conflict of interest.

d. Risk Management, including ESG Risks

Suppliers should have, and continuously improve, risk management systems to address risks related to business partners, supply chains, cybersecurity, and the potential for corruption or fraud across all areas of their operations. The solutions applied for this purpose must align with the provisions of this Code.

With respect to cooperation with business partners and the supply chain, Suppliers should implement appropriate due diligence processes covering the traceability of raw material sources to the extent necessary to support their lawful and sustainable sourcing, as well as mechanisms for the assessment and control of risks associated with changes in the operations conducted by the participants in their supply chain.

In the case of Suppliers conducting activities that may affect the rights of patients or research participants, risk management systems should mitigate the risk of adverse impacts on the rights of such persons, including the right to life and health and the right to direct and effective access to information concerning their health and safety, risks associated with the Supplier's products and activities, participation in research (including informed consent), the processing of their data, and the quality, origin, and integrity of products.

Furthermore, Suppliers should work to integrate sustainability risks into their risk management frameworks, particularly by:

- (i) identifying and assessing actual or potential adverse impacts (effects) of Supplier operations on sustainability issues. This includes prioritizing identified impacts and, if necessary, preventing or mitigating potential adverse impacts, remediating actual adverse impacts (those that have occurred), minimizing their scope, and providing appropriate remedies for such actual impacts; and
- (ii) identifying and assessing actual or potential risks to the Supplier's operations related to sustainability issues, preventing their occurrence, and minimizing impacts should those risks materialize.

Sustainability issues are understood to include environmental, social, and governance (ESG) factors. For example, adverse impacts of a Supplier's operations on sustainability might include violations of human rights or labor rights or environmental pollution (of water, air, or soil). Risks to the Supplier's operations related to sustainability issues might include climate change (e.g., the need to temporarily suspend or limit operations during heat waves or due to flood damage) or dependence on natural, human, or social resources (e.g., reliance on water availability or raw materials supplied by certain categories of vendors, or dependence on access to highly skilled workers).

Risk management in the area of sustainability should be supported by a risk-based due diligence process, in line with the principles outlined in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, and the EU Directive 2024/1760 on Corporate Sustainability Due Diligence.

e. Crisis Management and Business Continuity Plans

Polpharma Group Suppliers should have in place crisis management mechanisms and a prepared response plan for emergency or crisis situations, to be applied in the event that an occurrence is identified which is directly or indirectly related to the Supplier's operations and which affects the surroundings (i.e., people or the natural environment) or the continuity of the provision of services or supplies to the Polpharma Group. Suppliers should additionally ensure that Supplier Employees are appropriately trained in the actions arising from the response plan.

f. Data Protection

Suppliers must protect and use confidential information appropriately to safeguard the privacy and confidentiality of the Supplier's data, Supplier Employees, patients, and all stakeholders. Suppliers should comply with applicable laws on data privacy and protection, ensuring the secure and lawful use of personal data. Suppliers should also proactively mitigate risks related to information security, including cybersecurity risks.

g. Reporting Irregularities

Suppliers are expected to actively promote an ethical culture and to strengthen trust within and outside their organizational structures, including by providing Supplier Employees, representatives, partners, contractors, and third parties with communication channels for reporting irregularities. The systems employed for this purpose by Suppliers should ensure the safety and confidentiality of the information provided, including personal data. They should also offer persons making a report acknowledgment of receipt of the report and feedback, enable the reliable handling and examination of reports, and ensure the protection of persons making a report against any retaliatory actions, including indirect ones.

Suppliers should duly investigate reported incidents or concerns relating to the principles set out in this Code, take adequate corrective and preventive actions and, where the circumstances so require, apply appropriate remedial or corrective measures.

h. Effective Communication of the Principles

Suppliers should have in place effective mechanisms for communicating the principles set out in this Code and in the PSCI Principles to their stakeholders, including their employees, contractors, suppliers, and local communities. Such communication should be adapted to the scale and nature of the Supplier's operations and should support the effective implementation of the requirements of the Code and of the PSCI Principles throughout the supply chain.

i. Sustainable Development

Taking into account the commitments adopted by the international community within the United Nations in respect of (A) sustainability, arising from the 2030 Agenda (17 Sustainable Development Goals), and (B) combating climate change, in accordance with the Paris Agreement, as well as taking into account (C) the applicable European Union regulations and the accompanying national laws, the Polpharma Group expects Suppliers to take an active stance in striving to implement sustainability principles in their operations, to minimize their negative impact on the climate and the natural environment and to take actions aimed at protecting them, to avoid violations of and counteract adverse impacts on human rights (including labor rights), to strive to improve the quality of the services provided, to contribute to building strong economies, and to care for the well-being and safety of communities. The key regulations referred to in this section are set out in the Annex to this Code.

Key measures in minimizing the environmental impact of Supplier operations include scientifically-based actions to mitigate climate change, reducing carbon footprints (across all scopes, including Scope 3), lowering greenhouse gas emissions, protecting biodiversity and ecosystems, preventing overexploitation, erosion, and contamination of natural resources (including deforestation and forest degradation), promoting sustainable use and conservation of water and marine resources, transitioning to a circular economy, and preventing and controlling pollution of soil, water, and air.

2. EMPLOYMENT CONDITIONS AND WORKERS' RIGHTS

Suppliers are required to respect international standards for the protection of human rights as defined in International Regulations and to support their respect and prevent violations throughout their value chain as part of their operations.

a. Child Labor

The use of any form of child labor by our Suppliers is strictly prohibited. The minimum age of Supplier Employees must comply with the applicable laws in the Supplier's country and must not conflict with compulsory education requirements. The employment of minors for work that is hazardous to their health or safety is strictly forbidden.

b. Freedom of Employment

We oppose the use of slave labor, forced labor, and all forms of human trafficking. Supplier Employees must be employed voluntarily and must be allowed to terminate their employment or collaboration in accordance with the applicable laws and notice periods. Specifically, our Suppliers must not retain or restrict access to personal documents of Supplier Employees, such as identification cards, passports, driving licenses, certificates of professional qualifications, or other work-related documents. Suppliers must also ensure fair, dignified, and timely payment of wages.

c. Equality and Non-Discrimination

In accordance with the Polpharma Group's Code of Ethics, we expect our Suppliers to create an open and safe working environment and to treat all Supplier Employees with due respect. Any form of degrading or humiliating treatment, bullying, harassment, intimidation, exclusion, or violence is unacceptable. Similarly, discrimination of any kind in the workplace is prohibited, particularly on the grounds of gender, age, origin, nationality, religion, sexual orientation, appearance, health, physical ability, or any other aspect of diversity among Supplier Employees.

Supplier employment policies should reflect these principles, be implemented transparently, and be effectively communicated to Supplier Employees. Additionally, clear channels should be in place for reporting any violations of these principles or misconduct.

d. Employment Terms, Wages, and Working Hours

We expect Suppliers to recruit and employ Supplier Employees based on principles of openness, equality, and transparency. Suppliers must employ Supplier Employees in compliance with applicable laws. This applies to individual employment terms, agreements (including collective agreements), working hours, and remuneration. Overtime, limitations on its use, and rules for compensation must also comply with the applicable labor laws.

e. Special Protections

Polpharma Group Suppliers must ensure special protections required under applicable laws and International Regulations for Supplier Employees with disabilities, pregnant women, and parents of young children. Where possible, Suppliers should strive to implement standards exceeding legal requirements, promoting the professional activation of these categories of Supplier Employees.

f. Freedom of Association

Supplier Employees must have the right to freely communicate with their superiors regarding working conditions. Supplier Employees should have the right to join associations, unions, engage in collective bargaining, and participate in information sharing and

consultations. They should also be able to influence and improve working conditions and the workplace environment within the timeframe, conditions, and cases specified by national laws.

We expect our Suppliers to enable Supplier Employees to exercise these rights and freedoms without fear of discrimination, punishment, humiliation, or any retaliatory actions.

g. Continuous Professional Development

Suppliers must ensure equal access to opportunities for training and professional development for Supplier Employees, including support for long-term career development.

h. Communication of Workers' Rights and Employment Principles

Supplier Employees must be effectively informed about their rights, safety regulations, work ethics, principles of conduct, and employment rules, including those concerning remuneration, promotions, professional development opportunities, and the modification or termination of their employment.

i. Responsibility for the Supply Chain

We expect Suppliers to adopt an active stance in respecting international human rights standards and ensuring that the above employment principles are observed by entities participating in the Supplier's supply chain.

According to the definition provided in Delegated Regulation 2023/2772¹, the supply chain shall be understood as the full range of processes carried out by entities at an earlier stage in relation to the entity, which entities supply products or provide services used for the development and manufacture of that entity's own products or services. The above scope of entities includes entities at an earlier stage with which the entity maintains direct business relationships (often referred to as first-tier suppliers) and entities with which the entity maintains indirect business relationships.

3. OCCUPATIONAL SAFETY AND HYGIENE

Suppliers are required to provide healthy and safe working conditions.

a. Working Conditions

Suppliers must provide Supplier Employees with safe and hygienic working conditions that comply with legal requirements and industry standards. Suppliers must ensure Supplier Employees have access to safe and technically sound workplaces, machinery, tools, and equipment necessary for their work, as well as collective and individual protective materials and resources. Special attention should be given to protecting Supplier Employees from chemical, biological, and physical hazards. Suppliers are also required to identify and monitor risks to implement effective preventive measures.

b. Safety in Production Processes

Suppliers are required to manage production processes in compliance with applicable regulations and safety standards. This includes systematic risk analysis, documentation of findings, and implementation of necessary measures to mitigate risks, particularly in hazardous work environments.

¹ Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards

c. Prevention Through Education

We expect Suppliers to provide regular training to Supplier Employees on safety and the identification and mitigation of potential risks. Supplier Employees should receive clear information about identified hazards, emergency plans, and crisis response procedures. If Supplier Employees perform work at the Polpharma Group's facilities, the Supplier must communicate to Supplier Employees, on an ongoing basis, the workplace safety and fire protection standards in force at the Group's facilities, in accordance with the information provided to the Supplier by the Polpharma Group. Supplier Employees or individuals acting on behalf of the Supplier for the Polpharma Group must adhere to the workplace safety and fire protection standards in force at Polpharma facilities.

d. Promoting Active Participation and Health Prevention

Suppliers should promote the active participation of Supplier Employees in ensuring safe working conditions and fostering health prevention measures, especially in counteracting harmful factors specific to individual workstations.

4. PRODUCT SAFETY AND QUALITY

Suppliers are required to meet all safety and quality requirements for products, treating these aspects as top priorities.

a. Safety and Quality Requirements and Regulations

Suppliers of products at all stages of production, storage, transportation, and sale are required to adhere to applicable laws, international standards, including Good Manufacturing Practices (GMP) and Good Distribution Practices (GDP), as well as the specific requirements of the agreements binding them with the Polpharma Group. All actions by Suppliers that may impact the safety and quality of the Group's products are subject to strict oversight and regulations.

b. Commitment to Process Improvement

We expect Suppliers to actively seek ways to improve processes related to sourcing, production, storage, and transportation to enhance product quality, optimize the supply chain, positively impact the economy, and meet the requirements outlined in this Code.

c. Product Protection and Integrity of the Distribution Chain

Suppliers should ensure that the management and security systems they apply protect products, components, and ingredients against the risk of falsification, counterfeiting, or theft for the purpose of illegal sale. In particular, we expect the implementation of adequate organizational, quality, and security measures (covering both physical security and cybersecurity) and, where necessary, traceability mechanisms appropriate to the nature of the goods or services supplied.

5. RESEARCH

Suppliers conducting research involving humans or animals are required to conduct such research responsibly, adhering to applicable legal requirements, ethical standards, and best practices.

a. Research Involving Humans

Suppliers conducting research involving humans on behalf of the Polpharma Group are required to comply with applicable laws and universally accepted international ethical and scientific standards, including the Declaration of Helsinki and Good Clinical Practice (GCP).

b. Research Involving Animals

Animal research by Suppliers must only be conducted when legally required or when no scientifically justified and universally accepted alternative methods exist. Suppliers are required to adhere to legal requirements and internationally recognized standards, such as the „International Guiding Principles for Biomedical Research Involving Animals” by the Council for International Organizations of Medical Sciences (CIOMS). Suppliers must treat animals humanely, minimizing stress, fear, and pain as much as possible.

6. ENVIRONMENTAL AND CLIMATE IMPACT

Suppliers should operate responsibly toward the natural environment and future generations by striving to minimize the impact of their activities and demonstrating a proactive approach to environmental and climate challenges.

a. Conscious Decisions and Active Approach

We expect Suppliers to operate based on goals and strategies that integrate sustainability principles, social responsibility, and the highest ethical standards. Suppliers should make every effort to assess and monitor all areas of environmental and climate impact comprehensively and set science-based goals to reduce their footprint. This includes actions such as reducing carbon footprints, limiting high-emission technologies and products, and sustainably exploiting natural resources, particularly forests, while managing waste generation. Suppliers should also consider environmental criteria when making decisions about development, technological process optimization, purchasing, and partnerships.

b. Environmental Requirements and Regulations

Polpharma Group Suppliers must comply with legal requirements, regulations, international agreements, and market standards and best practices regarding environmental protection and climate change prevention. Suppliers must implement rational natural resource management systems and hold all current permits and licenses necessary for their operations. These documents must be available for review upon request by the Polpharma Group or its authorized representatives. Suppliers must also fulfill all administrative and registration obligations related to environmental protection and climate change prevention as required by law.

c. Emission of Pollutants into the Environment

Polpharma Group Suppliers' methods for managing pollutant emissions (including emissions to air, water, and soil) must ensure monitoring, reduction, and continuous improvement of emission management processes. Suppliers should reduce their environmental impacts and risks through effective preventive and intervention measures. Suppliers should have in place effective systems for preventing and mitigating adverse impacts on people (including local communities) and on the environment, and in particular should have systems for preventing accidents and for responding to events causing the emission of substances into the environment, in order to limit their consequences for human life and health and for the state of the environment.

d. Protection of Natural Resources

The use of natural resources by Polpharma Suppliers must be economical and efficient, ensuring their viability for long-term use while respecting biodiversity, ecosystems, and the rights of other entities, including local communities, to access the same resources. Suppliers should aim to minimize, or preferably eliminate, the negative impacts of their activities on natural resources through continuous information collection, documentation, data analysis, risk assessment, and process optimization. They should also use substances, materials, techniques, and technologies that have the least negative environmental and social impact possible.

7. COMPLIANCE VERIFICATION AND SUPPLIER SUPPORT

The Polpharma Group reserves the right to audit Suppliers (including their supply chains or the services and products supplied by them that are relevant to the Group's operations) to assess the effectiveness of implementing and adhering to the requirements of this Code. Suppliers agree to cooperate with the Polpharma Group (or its authorized representatives) in implementing and executing the provisions of this Code or in connection with an audit of the Supplier conducted by the Group. Failure to comply with the Polpharma Group's requirements set out in the Code may result in the suspension of performance or the termination of agreements with the Supplier.

The Polpharma Group expresses its willingness to support Suppliers in implementing the provisions of this Code, particularly in implementing due diligence processes and integrating sustainability risks into risk management systems. Such support may include conducting training sessions or providing document templates.

8. COMMUNICATION AND REPORTING MISCONDUCT

The Polpharma Group strives to ensure compliance with this Code of Conduct by all its Suppliers and Supplier Employees. If there are questions or concerns regarding the Code's requirements or if Suppliers wish to inform Polpharma about implemented solutions, they are encouraged to contact: etyka@polpharma.com.

Cases of irregularities, incidents, or violations of the Code should be reported to the Compliance Officer of the Polpharma Group, who oversees the application of the principles arising from the Code. In order to report information concerning a violation of the provisions of the Code, one of the communication channels made available by the Polpharma Group should be used:

- **online form** available on our website:
<https://polpharma.pl/formularz-zgloszenia-naruszenia/>;
- **email:** etyka@polpharma.com;
- **direct meeting** (scheduled within 14 days of receiving the request for a meeting), phone call (or audio message) with our Compliance Officer at +48 22 364 60 29;
- **mailing address:**

Compliance Officer
Zakłady Farmaceutyczne Polpharma S.A.
Ul. Bobrowiecka 6
00-728 Warszawa
Poland

Suppliers should encourage Supplier Employees to report internal organizational issues related to unethical conduct primarily to the Supplier for whom they work or collaborate, using mechanisms provided by that Supplier. To this end, Suppliers are expected to implement operational-level grievance mechanisms, such as workplace grievance mechanisms or complaint systems offered by external providers, with appropriate processes that include: timelines for processing complaints; response procedures for grievances where no agreement is reached or where the impacts are particularly severe; defined scope and powers of operational-level grievance mechanisms; stakeholder consultations to adapt mechanisms to cultural conditions and accessibility; allocation of adequate resources and personnel for operational-level grievance mechanisms operations; and monitoring of the mechanism and tracking of actions taken based on grievances.

The mechanisms referred to above should also be available to the Suppliers' significant external stakeholders, to an extent adequate to the nature of the Supplier's operations.

Suppliers should furthermore duly investigate the matters reported, take the necessary corrective and remedial actions, and ensure that persons making reports may use these mechanisms without fear of retaliation, intimidation, or harassment.

Violations of the provisions of this Code or of the PSCI Principles may also be reported directly to the Polpharma Group.

The Polpharma Group ensures the safety and confidentiality of all information provided, including personal data, for all reports submitted through the communication channels specified above. When possible and appropriate, the Polpharma Group will provide feedback to the whistleblower regarding the reported issue, including how it has been addressed.

9. INFORMATION DISCLOSURE

Suppliers are required to provide the Polpharma Group, at the Group's request and within the scope and timelines specified by the Group, with information, data, and documents (i) concerning the services or products supplied to the Polpharma Group by the Supplier or (ii) relating to matters connected with environmental protection and sustainability, which information, data, and documents may be necessary for the Polpharma Group to discharge obligations arising from legal provisions or from agreements binding upon it. The Supplier acknowledges that the Polpharma Group will use the information, data, and documents provided by it for the performance of the obligations referred to in the preceding sentence, and the Supplier is responsible for the reliability, completeness, and conformity with the factual and legal state of affairs of such information, data, and documents.

The terms and conditions for providing the above-mentioned information and data, including confidentiality agreements, may be specified in a contract between the Supplier and the Polpharma Group.

ANNEX: INFORMATION AND DOCUMENTS REFERRED TO IN THIS CODE

Polpharma Group Code of Ethics

PL: <https://polpharma.pl/o-nas/etyka-i-compliance/#!etyka-i-compliance-w-polpharmie>

EN: <https://polpharma.pl/en/about-us/ethics-and-compliance/>

Anti-Corruption Code

PL: <https://polpharma.pl/o-nas/etyka-i-compliance/#!kodeks-antykorupcyjny>

EN: <https://polpharma.pl/en/about-us/ethics-and-compliance/#!anti-corruption-code>

International Bill of Human Rights, comprising

1. Universal Declaration of Human Rights

PL: <https://www.ohchr.org/en/human-rights/universal-declaration/translations/polish-polski>

EN: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

2. International Covenant on Civil and Political Rights

PL: https://www.amnesty.org.pl/wp-content/uploads/2016/04/Miedzynarodowy_Pakt_Praw_Obywatelskich_i_Politycznych.pdf

EN: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>

3. International Covenant on Economic, Social, and Cultural Rights

PL: <https://www.amnesty.org.pl/wp-content/uploads/2016/04/Miedzynarodowy-Pakt-Praw-gosp-spol-kult.pdf>

EN: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights>

European Convention on Human Rights

PL: https://www.echr.coe.int/documents/d/echr/convention_pol

EN: https://www.echr.coe.int/d/convention_eng

Convention on the Rights of the Child

PL: https://unicef.pl/content/download/200/file/Konwencja_o_Prawach_Dziecka.pdf

EN: <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

Declaration of Helsinki

PL: https://aix-scientifics.uk/pl/_helsinki24.html

EN: <https://www.wma.net/policies-post/wma-declaration-of-helsinki/>

UN Guiding Principles on Business and Human Rights („UNGPs”)

PL: https://pihrb.org/wp-content/uploads/2021/09/Wytyczne-ONZ-UNGPs-BHR-PL_web_PiHRB-2.pdf

EN: https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr_en.pdf

OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (2023 edition)

PL: https://www.oecd.org/pl/publications/2023/06/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_a0b49990.html

EN: https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html

ILO Declaration on Fundamental Principles and Rights at Work and Related Core Conventions

PL: <https://www.ilo.org/media/267781/download>

EN: https://www.ilo.org/sites/default/files/2024-04/ILO_1998_Declaration_EN.pdf

1. Convention No. 29 on Forced or Compulsory Labor:

PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19590200122>

EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029

2. Convention No. 87 on Freedom of Association and Protection of the Right to Organize:

PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19580290125>

EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087

3. Convention No. 98 on the Right to Organize and Collective Bargaining:

PL: <https://www.mop.pl/doc/html/konwencje/k098.html>

EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098

4. Convention No. 100: Equal Remuneration for Men and Women Workers for Work of Equal Value:PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19550380238>EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C100**5. Convention No. 105: Abolition of Forced Labor:**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19590390240>EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C105**6. Convention No. 111: Discrimination in Respect of Employment and Occupation:**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19610420218>EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111**7. Convention No. 138: Minimum Age for Admission to Employment:**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU19780120053>EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138**8. Convention No. 182: Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour:**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20041391474>EN: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182**Transforming our World: The 2030 Agenda for Sustainable Development**PL: <https://www.gov.pl/attachment/e84cee75-7991-4fc5-83a1-da7d2fc10635>EN: <https://documents.un.org/doc/undoc/gen/n15/291/89/pdf/n1529189.pdf>**Paris Agreement**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20170000036>EN: https://unfccc.int/files/meetings/paris_nov_2015/application/pdf/paris_agreement_english_.pdf**Directive 2022/2464 on Corporate Sustainability Reporting (CSRD)**PL: <https://eur-lex.europa.eu/legal-content/PL/TXT/?uri=CELEX%3A32022L2464>EN: <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32022L2464>**Regulation 2020/852 on the Establishment of a Framework to Facilitate Sustainable Investments (EU Taxonomy)**PL: <https://eur-lex.europa.eu/legal-content/PL/TXT/?uri=CELEX%3A32020R0852>EN: <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32020R0852>**Regulation 2023/1115 on EU Market Access and Export of Products Associated with Deforestation (EUDR (European Union Deforestation Regulation))**PL: <https://eur-lex.europa.eu/legal-content/PL/TXT/?uri=CELEX:32023R1115>EN: <https://eur-lex.europa.eu/eli/reg/2023/1115/oj>**Council for International Organizations of Medical Sciences (CIOMS)****1. International Guiding Principles for Biomedical Research Involving Animals**

PL: [Polska wersja językowa nie jest dostępna]

EN: <https://cioms.ch/wp-content/uploads/2017/01/ResearchInvolvingAnimals.pdf>**2. International Ethical Guidelines for Health-related Research Involving Humans**PL: <https://cioms.ch/publications/product/polish-translation-2016-international-ethical-guidelines-for-health-related-research-involving-humans/>EN: <https://cioms.ch/wp-content/uploads/2017/01/WEB-CIOMS-EthicalGuidelines.pdf>**Good Clinical Practice (GCP)**PL: https://www.gccpl.org.pl/Portals/2/advertisings/GCP%20E6_R3_%20FINAL%2022.09.2025%20pdf.pdfEN: https://database.ich.org/sites/default/files/ICH_E6%28R3%29_Step4_FinalGuideline_2025_0106.pdf**Good Manufacturing Practice (GMP)**PL: <https://sip.lex.pl/akty-prawne/dzu-dziennik-ustaw/wymagania-dobrej-praktyki-wytwarzania-18243680>EN: https://health.ec.europa.eu/medicinal-products/eudralex/eudralex-volume-4_en**Good Distribution Practice (GDP)**PL: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20150000381>EN: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52013XC1123%2801%29&qid=1701957204800>