

MIPHARM SUPPLIER CODE OF CONDUCT

INTRODUCTION

Mipharm highly values fostering business ethics, loyalty, fairness, and respect, within its own business and towards its own stakeholders. In accordance with Mipharm Ethical Code, and in a framework that aims at integrating social responsibility into daily operations, Mipharm considers the cooperation with the supply chain crucial to the achievement of the highest ethical standard and to sustainable business development. Therefore, Mipharm has decided to adopt this Supplier Code of Conduct (“Code”), which contains the ethical and behaviour principles in addition to legal, regulatory, and procedural provisions that must characterise business relationships between Mipharm and its stakeholders.

ADDRESSEES

Addressees of this Code of Conduct are Mipharm suppliers. The recipients have the responsibility to ensure compliance to this Code, and to share it to their own employees, suppliers, partner, and any other entity that is part of Mipharm supply chain.

ENVIRONMENT AND CLIMATE CHANGE	EMPLOYEES HEALTH AND SAFETY	PEOPLE AND COMMUNITY	GOVERNANCE E BUSINESS ETHICS
<ul style="list-style-type: none"> • Operate in accordance with applicable laws and Mipharm environmental policies, monitoring compliance and committing to foster a preventive approach towards environmental challenges: - Improve the use of environmental resources and reduce emissions. - Monitor energy, water and other resource consumption to reduce footprint. - Minimize waste production improving recovery, recycling and scraps reuse. 	<ul style="list-style-type: none"> • Operate in accordance with applicable laws on work conditions and Mipharm H&S policies, monitoring compliance. • Constantly improve H&S performances, implementing industry best practices, also through appropriate awareness programs, H&S courses and training. 	<ul style="list-style-type: none"> • Support and respect human rights protection, forbidding all forms of modern slavery and child labour. • Respect standards for employee work conditions in accordance with relevant regulations. • Respect freedom for union association and ensure rights of non-retaliation. • Respect principles of dignity and equality, condemning any discrimination based on personal characteristic outside the workplace. 	<ul style="list-style-type: none"> • Fight all forms of corruption, fostering transparent and ethical work, defined by integrity and respect for current anticorruption regulations and Mipharm 231 Model and Ethical Code. • Refrain from using unfair competition tactics or conflict of interest, respecting intellectual property. • Fight all money laundering, self-money laundering and financing criminal activities, ensuring that all economic and financial transaction are traced.

FIELD OF APPLICATION

This Code is binding for all Mipharm suppliers and, with Ethical Code, in an integral part with contractual relations with the Company.

In the execution of contractual relationships, suppliers must ensure that their employees and their suppliers are properly informed of contents of this document and operate in accordance with the principles of this code of conduct.

To ensure compliance with dispositions of this document, Mipharm reserves the right to perform, directly or through third parties, monitoring activities to the suppliers.

In case of non-compliance with this Code dispositions, suppliers must implement proper actions to align its operations to ensure compliance. Mipharm reserves the right to interrupt or discontinue business relationship at any time, as well as claim damage compensation where needed.

The supplier confirms to:

- Commit to compliance with the Code and applicable local, national, and international laws and regulations, in relation to the site of the operations.
- Commit to accept and implement the suggestions listed in the Code, to a continuous improvement and sustainable development of business activities.
- Accept reported monitoring activities and commit to, in the event of non-compliance, implement the necessary actions to adjust its activities and operations.

Rev.02
Milan, 24 June 2024