

Supplier Code of Conduct

Xbrane is a biotechnology company that develops and manufactures biosimilars. Through our innovations, our know-how, and our commitment, we work to make biological medicines available to everyone. Our vision and business concept are to create added value for patients and society by improving access to effective and high-quality medicines at a lower cost to society. The added value we want to create must be done with responsibility for the world we live in.

Our network of suppliers and partners is essential to enable the supply of critical medicines to patients in need. Responsible sourcing is an important part of Xbrane operations and way of doing business. Xbrane aims to maintain high ethical, social, and environmental standards and to contribute positively to the world.

To ensure that the principles of sustainable development are included in our operations and the operations of the third parties contributing to our supply chain, we follow the UN Global Compact 10 principles on human rights, labour, environment and anti-corruption.

Accordingly, Xbrane seeks partnership with suppliers and partners with the same commitment to conduct business in an ethical manner with respect for the rights of their employees and for the environment.

Xbrane strongly encourages our suppliers and partners to comply with our Supplier Code of Conduct in their work.

We expect our suppliers to:

- Operate in compliance with all applicable national and international laws and regulations where they operate.
- Commit to protect the human rights of work forces.
- Comply with the antitrust and competition laws that apply in each country where the company operates.
- Not allow any form of bribery for any purpose.
- Not accept child, slave, debt or forced labour.
- Treat all staff fairly in a work environment where everyone is respected regardless of individual differences. No employee should be discriminated against or harassed based on age, gender, religion, race, nationality, sexual orientation, disability, or political opinion.
- Allow employees to join or start an association, to organize and bargain collectively in accordance with applicable laws and regulations.
- Take great care to prevent unauthorized or improper use of confidential information related to the partnership.
- Ensure that there is a safe and healthy work environment for all employees.
- Comply with applicable environmental laws and regulations and operate in an environmentally responsible manner to avoid harmful impact on the environment
- Facilitate continuous improvements to comply with the expectations based on the 10 principles.

Xbrane may assess the performance and adherence to the Supplier Code of Conduct by conducting assessment questionnaires, review meetings and on-site assessments. Failure to comply, or failure to correct non-complying situations are grounds for business relationship termination.

UN Global Compact 10 Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights wherever they operate. In the rare situation that national law directly conflicts with international standards, companies should seek ways to honour the principles of internationally recognized human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses, i.e., that they are not being implicated in a human rights abuse that another company, government, individual or other group is causing.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.