

Supplier Conduct Principles

Ferring believes in conducting business in a sustainable, ethical and responsible manner, which is reflected in the Ferring Philosophy 'People come first at Ferring' and its commitment to Sustainability¹.

Our suppliers play an important role in this respect and we strongly encourage them to adhere to broadly recognised global standards. More specifically, we expect suppliers to adhere to the Pharmaceutical Supply Chain Initiative's Principles for Responsible Supply Chain Management² as well as the principles of the United Nations Global Compact³. We also expect our suppliers to require the same from the suppliers in their own supply chain.

The following are some of the fundamental principles reflected in such global standards that Ferring expects suppliers to respect and adhere to irrespective of their location.

- **Human and Labour Rights.** We expect our suppliers to support and respect internationally recognized human and labour rights, to treat their workers with dignity and respect, and to take measures aimed at promoting and ensuring compliance with such human and labour rights across their business.
- **Child Labour.** We expect our suppliers not to engage in child labour and to be opposed to all forms of exploitation of children. Our suppliers should support and respect internationally recognised rights of children and take measures to promote and ensure compliance with these rights of children across their business.
- **Health and Safety.** We expect our suppliers to provide a safe and healthy working environment for their personnel by protecting workers from injury, illness and over-exposure to chemical, biological or physical hazards, by training and sharing safety information with workers, and by taking measures and implementing processes to prevent and address emergency situations.
- **Environment.** We expect our suppliers to take measures to protect the environment, to conduct their business in a sustainable manner, to conserve energy and natural resources where possible, to consider environmentally friendly technologies, to undertake initiatives to promote greater environmental responsibility, and to avoid the use of hazardous materials where possible.
- **Ethics and Anti-Corruption.** We expect our suppliers to conduct their business in an ethical manner, to act with integrity, to comply with applicable laws wherever they operate, and to take measures to prevent behaviour or practices that are inconsistent with these principles, including any and all forms of corruption or bribery.
- **Management Systems.** We expect our suppliers to use management systems in order to maintain business continuity, facilitate continual improvement and compliance with these principles. We also expect our suppliers to hold themselves accountable for their activities and in doing so, to have adequate management systems in place for concerns to be raised and to facilitate access to remedy when necessary.

These principles are global, but we understand that the methods for meeting them may differ and that the size, sector and operational context of each supplier will influence this. We are also aware that not all suppliers may be able to fulfill the requirements of all of the principles immediately, but we believe that they are best implemented through a continuous improvement approach, where adherence is improved over time.

¹ Ferring's approach to Sustainability is described on the following website: <https://www.ferring.com/about-ferring/sustainability/commitment-to-society/>

² The Pharmaceutical Industry Principles for Responsible Supply Chain Management of the Pharmaceutical Supply Chain Initiative are available on the following website: <http://pscinitiative.org/home>

³ The Ten Principles of the United Nations Global Compact are available on the following website: <https://www.unglobalcompact.org/what-is-gc/mission/principles>

In order to measure ongoing adherence to the principles, we expect our suppliers to willingly cooperate with assessment and monitoring activities upon our request, which may include self-assessments, questionnaires, interviews, audits or any other measures deemed reasonably necessary by us.

We therefore wish to engage with suppliers and collaborate around plans to meet the standards described in these principles and expect that our suppliers will cooperate in this regard, as well as enter into dialogue on how improvements should be made.