

r-biopharm®



Code of Conduct

R-BIOPHARM Group (i.e., R-BIOPHARM AG, its subsidiaries and affiliated companies) has dedicated itself to people's health. For more than 30 years, we have been supplying high quality products to improve vitality for both humans and animals.

To achieve commercial success, it is our own demand that leads us to comply with all internal and external laws and regulations.

We encourage respectful cooperation with each other as well as our business partners. We do not tolerate violations of the law, harassment, or discrimination.

The culture and values of the R-BIOPHARM Group support independent actions. This Code of Conduct is intended to support our employees in making the right decisions in difficult situations, both ethically and legally.

Everyone at R-BIOPHARM Group – Supervisory Board, Management Board, Managing Directors of the associated companies and employees at every level – must abide by the principles set out in this Code. This is the only way we can ensure comprehensive compliance.

We are all responsible for the reputation of our organization.

Our values and Code of Conduct form the solid foundation for this. Thank you for your contribution to meeting the demand in all companies of the R-BIOPHARM Group.

Your Management Board
Christian Dreher | Dr. Frank Apostel | Ute Salzbrenner | Dr. Frank Vitzthum

Code of Conduct

Preamble

This Code of Conduct of R-BIOPHARM Group sets out the core standards and values important to us and particularly close to our hearts. The Code of Conduct applies to all the business areas, the members of the Management Board, Managing directors of affiliated companies, and all employees of the R-BIOPHARM Group.

At the same time, we also expect our business partners to adhere and identify with these standards and values.



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- I. Basic Principles**
 - II. Dealing with Customers, Suppliers and Third Parties**
 - III. Information and Data Handling**
 - IV. Resource Management**



**R-BIOPHARM Group
offers outstanding
products and services
that customers with high
quality standards can
always rely on.**

1. Commitment to Quality

→ Our customers trust in our products is of the utmost importance to us; our commercial success depends on this trust. The quality of our products and services is the basis for this trust. Accordingly, our efforts are focused on developing, manufacturing, and distributing products and services that meet the strictest quality standards.

The R-BIOPHARM Group expects and relies on all employees to commit themselves to this quality objective and to constantly contribute to the continuous enhancement of product quality and services.



**We, as an organization
and each of us, live
diversity, equal
opportunity and respect.**

2. Diversity, Equal Opportunities and Respect

→ Each and every individual employee is important for the success of our organization. We value and promote honesty, respect, tolerance and appreciation within our workforce as core elements of cohesion.

We do not tolerate harassment or bullying, and we will penalize individual discriminatory behavior towards other employees, as well as third parties.

Criteria such as ethnic origin, skin color, nationality, gender, sexual orientation, age, disability, religion or philosophical beliefs play no part employee hiring or recruiting.

The importance of employees for the R-BIOPHARM Group is also reflected in the open, trustworthy, and respectful relationship with employee representatives within our organization.



We comply with all relevant laws, regulations and standards in the countries where we operate.

3. Compliance with Laws

→ Our success also depends on our compliance with all the applicable laws and regulations at the local, national and international levels. Violations of applicable laws can result in serious fines and damage claims. They can also have lasting negative effects on the reputation of our organization and its products. Therefore we, the Management Board as well as employees, strictly observe all relevant regulations - from criminal and administrative offenses, antitrust and competition law to relevant occupational safety standards and export control regulations. Our employees are familiar with the relevant regulations and confident in working with them.

4. Export controls and economic sanctions

→ We strictly comply with all relevant trade and commercial laws. From customs and export control regulations, taxes and duties to economic sanctions and embargoes: The R-BIOPHARM Group complies with national and international regulations on the trade in goods and services. As an internationally operating group of companies, this is essential for us and crucial to our success. Therefore we equally expect our direct and indirect suppliers to always stay familiar with applicable regulations and to work exclusively within the permissible legal framework.



We comply with all relevant trade regulations and expect the Same from our direct and indirect suppliers.

5. Human Rights

→ We respect human dignity within and without our organization. We reject any form of forced labor, child labor, or human trafficking – both inside and outside our organization. We respect universal human rights and have no part in their infringement.



We are committed to respect for human rights and to the core labor standards of the International Labor Organization.

Quality and product safety as well as the safety of our employees, customers and business partners is our top priority.



6. Quality and Safety

→ Our products must always meet the highest quality standards and be safe for use at all times. To this end, we at R-BIOPHARM Group maintain a professional quality management system that monitors our product quality and safety.

However, the individuals who work for us or who are present within our premises must also be able to rely on a safe and healthy work environment. Ensuring this is the particular responsibility of our managers, who – supported by occupational health and safety experts – continuously train on topics of health and safety at work.



I. Basic Principles

**II. Dealing with Customers,
Suppliers and Third
Parties**

**III. Information and
Data Handling**

IV. Resource Management

**We do not tolerate
corruption or bribery
in any form
whatsoever.**



1. Corruption Prevention

→ We, at R-BIOPHARM Group, convince through the quality of our products and services. We do not have to buy our business success and will not unfairly influence third parties. We will always and under any circumstances avoid any appearance of corruption. We also expect the same from our suppliers.

One aspect of professional conduct to which we attach particular importance is the transparent handling of potential conflicts of interest. We sensitize our employees accordingly and request their active support in our efforts.

2. Fair Competition

→ Practices restricting competition are prohibited not only in Germany and Europe, but in most countries worldwide. We do not enter into any agreements nor act in concert with competitors in contravention of anti-trust laws. In particular, we do not fix prices, production volumes, sales territories or customer groups. Nor do we engage in unfair competition. This also includes adherence to the relevant advertising and sales regulations.

In our dealings with suppliers and customers, we comply with the relevant antitrust regulations; we conduct ourselves impeccably and fairly.



**Being fair to other
market participants
is a matter of course
for us.**



I. Basic Principles

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1. Confidentiality

→ The disclosure of sensitive data to third parties can cause severe damage to our business. We take all feasible steps necessary to protect our sensitive organization data, as well as that of our customers and business partners. In particular, we take steps to minimize the number of people with access to sensitive data and conclude confidentiality agreements with those who need to know.

A key aspect of ensuring the confidentiality of sensitive data is that every employee in our company is familiar with the IT systems and adheres to relevant IT security regulations.



We treat customer and business partner data information as confidential as our own.

We respect the intellectual property of others and protect our own.

2. Intellectual Property Protection

→ Our products are the result of intensive research and development, and the resulting intellectual property of our organization. This intellectual property is the source of our success and must be protected.

In turn, we respect the intellectual property of others and observe all relevant laws.

3. Data Protection

→ Employees, as well as customers, suppliers, and third parties who entrust us with personal data, rely on us to guard their personal data. When handling personal data, we observe all relevant legal requirements, sensitize our employees and promote their continuous training and education.



We pay attention to the protection of personal data entrusted to us.



I. Basic Principles

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**Environmental and
natural resource
protection is dear
to us.**

1. Environmental Protection

→ Available resources are finite. We do our part to protect these resources, the environment, and the climate. For example, we actively take precautions to avoid waste, use water and energy sparingly, and ensure the responsible use of chemicals. Each of our employees makes a valuable contribution to this every single day.

**We have regional
and worldwide
social responsibility
– and we are aware
of it.**



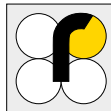
2. Social Commitment

→ R-BIOPHARM Group is a group of companies operating at a global level with strong regional roots, and bears responsibility within the region and beyond.

We have recognized the relevance of Corporate Social Responsibility (CSR) for society and our organization.

R-BIOPHARM Group understands CSR as an ongoing process and part of corporate culture. For this reason, we develop and pursue with conviction a long-term and focused commitment.

r-biopharm®



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