

# Third Party Code of Conduct

MP-D-199 01



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In the following, “Company” means Missionpharma A/S and its subsidiaries. Subsidiaries means all companies in which Missionpharma A/S holds directly or indirectly more than 50% of the share capital as well as all companies in which Missionpharma A/S alone has the majority of voting rights in this company by virtue of an agreement concluded with other members or shareholders and which is not contrary to the interests of the company.

## 1 To whom is this code addressed?

This Code of Conduct applies to any service provider, supplier, customer, agent and consultant acting for or on behalf of the Company or supplying or selling any goods or services to the Company, hereinafter referred to as Third Parties.

Any collaboration with the Company implies the Third Party’s adherence to this Code of Conduct or proof that the Third Party adopts equivalent ethical principles within its own organisation. The Company has the right to refuse or cease any collaboration with a Third Party who would act in violation of these ethical rules.

Third Parties undertake to apply and promote the principles of this Code of Conduct and to have them applied by their employees, subcontractors and suppliers, who shall be directly or indirectly involved in the business with Missionpharma.

## 2 What are the ethical principles with which the third parties must comply?

### 2.1 Respect for the individual

Third parties must respect the rights of workers and treat them with dignity and respect, in particular with regard to the following aspects:

#### **CHILD LABOUR**

Third Parties must not use child labour. All Third Parties’ employees must have reached the minimum legal age for employment in the country concerned.

#### **PROHIBITION OF UNDECLARED WORK OR FORCED LABOUR**

Third Parties must not use forced work or undeclared labour or engage in human trafficking.

#### **RESPECT FOR DIVERSITY AND REJECTION OF DISCRIMINATION**

Third Parties must treat all persons fairly without discrimination as to their origin, religion, race, gender, sexual orientation age, or trade union or political affiliation. Third Parties undertake to prohibit all forms of discrimination within their organisation.

#### **PROTECTION AGAINST MORAL/SEXUAL HARASSMENT**

Third Parties must prohibit and punish all forms of harassment in the workplace, whether moral and/or sexual.

#### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Third Parties must recognize the right of their employees to free association, to join or not to join trade unions, to be represented by workers’ committees and to join them. Employees must be able to communicate openly with management with regard to working conditions without retaliation, intimidation or harassment.

### **PERSONAL DATA PROTECTION**

Third Parties must ensure that exchanges of personal data comply with any applicable regulations on personal data and do not infringe upon the rights and freedoms of individuals.

### **A SAFETY OBLIGATION**

Third Parties must ensure the safety and protection of their employees from exposure to the occupational hazards they would face in their work environment.

### **RESPECT FOR THE NATURAL AND SOCIAL ENVIRONMENT**

Third Parties must conduct their activities in such a way as to limit their impact on the environment and ensure that they create links with the social environment of the countries where the Third Party operates based on mutual respect.

In addition to what is mentioned above, Third Parties must comply with ILO Declaration on Fundamental Principles and Rights at Work.

## **2.2 Compliance with general business ethics**

Third Parties must at all times and in all matters comply with the Company's Anti-bribery and Anti-corruption Policy and Whistleblowing Procedure as supplemented by any national and internationally recognized rules and principles on business ethics.

Third Parties must act with integrity, in particular with regard to the following aspects:

### **PREVENTION OF CORRUPTION**

Third Parties undertake not to tolerate any act of bribery or influence peddling and to maintain high standards of integrity and ethical conduct in all their business interactions.

### **PREVENTION OF ABUSE OF COMPANY ASSETS**

Third Parties shall endeavour to take all necessary steps, including in terms of control, to avoid abuse of assets of any party involved.

### **SUPERVISION OF CONFLICT OF INTEREST**

Third Parties must ensure that they and their employees disclose any potential conflict of interest in order to take the necessary supervision measures.

### **CONFIDENTIALITY OF THE DATA**

The Third Parties undertake to keep any information of which they may become aware in the course of their business with the Company confidential.

### **ACCOUNTING ACCURACY**

The Third Parties undertake to keep accurate accounting records that accurately reflect the nature and amounts of the commercial and financial transactions they carry out, and that comply with applicable regulations.

## 2.3 Compliance with trade rules

Third parties must respect the trade rules and act in a fair and transparent manner in the conduct of their business, in particular in the following areas:

### **COMPLIANCE AND INTEGRITY IN CUSTOMER RELATIONSHIPS**

Third Parties must comply with all applicable anti-corruption laws and, as such, Third Parties shall not give, promise, solicit or accept any form of improper advantage, directly or indirectly, to or from any person or organisation, private or public, for the purpose of obtaining or retaining business in return for illegal discounts or kickbacks, or bribes.

### **SUPERVISION ON THE RISK OF MONEY LAUNDERING**

Third Parties must not engage directly or indirectly in money laundering activities or conduct that contravenes anti-money laundering laws by accepting, transferring, converting or concealing sums of money from unlawful activities (drug trafficking, tax fraud, corruption, etc.).

### **COMPLIANCE WITH COMPETITION RULES**

Third Parties must comply with applicable competition laws and refrain from disrupting or hindering legitimate competition in any way whatsoever.

### **SUPERVISION ON THE USE OF EXTERNAL SERVICE PROVIDERS**

Third Parties are committed to working with partners that act with integrity and in accordance with the principles contained in this Code of Conduct.

## 3 Notification

Third Party management is responsible for overseeing appropriate disciplinary actions in line with Third Party discipline standards, as allowed by local labour laws. Breaches of law may also result in civil or criminal penalties for the violator.

Questions are sent to the Corporate Compliance Officer or Compliance Committee of Missionpharma:

By e-mail: [respect@missionpharma.com](mailto:respect@missionpharma.com)  
By post: Missionpharma A/S  
Vassingerødvej 9  
DK-3540 Lyngø  
Denmark  
Att.: Missionpharma Compliance Officer