

Introduction

Being a part of the CFAO Group, the Group's Anti-Corruption Code of Conduct applies to all our employees, partners and third parties, including customers and suppliers. This Business Ethics Policy is intended to supplement the Code of Conduct by specifically addressing fundamental human rights.

Working in global partnerships, Missionpharma is guided by national laws and internationally proclaimed human rights. The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations' (UN) Universal Declaration of Human Rights, serve as guidelines for our approach to universal human rights and corporate social responsibility.

Staying healthy and safe at work is a fundamental right and we have policies and regulations in place to provide our employees a sound physical and mental work environment in all our locations.

The standards we set for our own staff also apply to our external partners, and we expect all third parties to comply with the principles set forth in this policy. In case a third party acts in violation of the ethical principles set forth in this policy, we have the right to immediately refuse or cease the collaboration with the third party.

Ethical principles

We have a zero tolerance against infringement of human rights. All third parties must respect the rights of workers and treat them with dignity and respect, and in particular with regard to the following aspects:

SAFETY OBLIGATIONS

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

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.

CHILD LABOUR

We do not tolerate any form of child labour and all third parties' employees must have reached the minimum legal age for employment in the country concerned.

WE SUPPORT



Missionpharma has been a participant of the UN Global Compact since 2018, and we continue to recognise our corporate responsibility to respect human and labour rights, to commit to environmental protection and to work against corrupt behaviour.

Therefore, we have incorporated universal principles of responsibility and sustainability into our core operations and across our value chain.

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.

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.

Reporting non-compliance or breach

We have set up an online whistleblowing system, called Speak Up, which provides employees and third parties with a dedicated and fully confidential communication channel to report potential cases of non-compliance or breach of the rules set forth in this Business Ethics Policy.

The system is accessible from both [CFAO's](#) and [Missionpharma's](#) website.