NOUCOR
Together for Health

Supplier Code of Conduct

1. OUR COMMITMENT TO RESPONSIBLE BUSINESS

At Noucor Group ("**Noucor**"), we believe that responsible business practices, integrity and sustainability are essential to building long-term, trusted relationships with our business partners.

Our commitment extends beyond our own operations to the suppliers, contractors, service providers and other business partners that contribute to our activities, products and services (collectively, "**Suppliers**").

This Supplier Code of Conduct (the "**Code**") sets out the minimum standards of ethical conduct, human rights, labour practices, health and safety, environmental responsibility and business integrity that we expect our Suppliers to uphold. These principles apply to all business activities carried out for or on behalf of Noucor, irrespective of the country in which they take place.

We seek to develop transparent, collaborative and sustainable relationships with our Suppliers. We therefore expect them not only to comply with this Code, but also to promote equivalent standards throughout their relevant supply chains.

2. INTERNATIONAL STANDARDS AND LEGAL COMPLIANCE

Suppliers shall comply with all applicable laws, regulations, permits and industry requirements in the countries where they operate. Where this Code establishes a higher standard than applicable law, Suppliers are expected to follow the higher standard to the extent permitted by law.

This Code is informed by internationally recognised principles and standards, including:

- The International Bill of Human Rights.
- The United Nations Guiding Principles on Business and Human Rights.
- The principles of the United Nations Global Compact.
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The fundamental principles and rights at work of the International Labour Organization (ILO).

Suppliers shall maintain appropriate policies, procedures and controls, proportionate to the nature, size and risk profile of their activities, to support compliance with these requirements.

3. BUSINESS ETHICS AND INTEGRITY

Anti-bribery and corruption

Suppliers shall maintain a zero-tolerance approach to bribery and corruption. They shall not offer, promise, give, request or accept bribes, kickbacks, improper payments or any other undue advantage, directly or through intermediaries. Suppliers shall also take appropriate measures to prevent fraud, embezzlement, money laundering, terrorist financing, extortion and other financial crimes.

Gifts, hospitality, donations and sponsorships involving Noucor personnel must be lawful, reasonable, transparent and never intended to improperly influence a business decision.

Ethical conduct and speak-up reporting

Suppliers shall conduct their business in accordance with the highest standards of integrity, ethics and compliance. Suppliers are expected to adhere to principles equivalent to those set out in Noucor's Code of Ethics and to implement appropriate measures to prevent, detect and address unethical or unlawful conduct within their organisations.

Suppliers shall promptly report any actual or suspected violation of this Code, applicable laws, or any misconduct relating to Noucor's business activities. Reports may be submitted through Noucor's Compliance Channel, available at www.noucor.com.

Noucor strictly prohibits retaliation against any person who, in good faith, raises a concern, reports a suspected violation or cooperates in an investigation.

Fair competition and conflicts of interest

Suppliers shall comply with applicable competition and antitrust laws and shall not engage in price-fixing, bid-rigging, market allocation or other anti-competitive practices. Any actual, potential or perceived conflict of interest that could affect a relationship with Noucor shall be disclosed promptly.

International trade and sanctions

Suppliers shall comply with applicable trade controls, export restrictions, economic sanctions and customs regulations. They shall not engage in transactions prohibited by applicable law.

Confidentiality, intellectual property and data protection

Suppliers shall protect confidential information, trade secrets, intellectual property and personal data entrusted to them. Information shall be accessed, used, disclosed and retained only for legitimate authorised purposes and in accordance with applicable contractual and legal requirements. Suppliers shall maintain appropriate technical and organisational safeguards against unauthorised access, loss, disclosure

or misuse and promptly notify Noucor of any relevant suspected or actual security or personal data incident.

Product quality, safety and integrity

Suppliers providing pharmaceutical products, active pharmaceutical ingredients, materials, manufacturing, testing, logistics or other regulated services shall comply with applicable quality, safety and regulatory requirements, including Good Manufacturing Practices (GMP), Good Distribution Practices (GDP) and other relevant good practices, where applicable.

Suppliers shall maintain appropriate quality management systems, ensure the integrity and traceability of relevant products and records, and promptly inform Noucor of any material quality defect, deviation, contamination, falsification, product safety concern, regulatory inspection finding or other issue that may affect products or services supplied to Noucor.

Responsible research and animal welfare

Where relevant to their activities, Suppliers shall ensure that research involving humans or animals is conducted in accordance with applicable laws, ethical requirements and recognised standards. Animal testing shall be avoided where scientifically valid alternatives are available and shall otherwise follow the principles of replacement, reduction and refinement.

4. HUMAN RIGHTS AND LABOUR STANDARDS

Suppliers shall respect internationally recognised human rights and treat all workers with dignity and respect.

They shall, at a minimum:

- **Prohibit forced labour and modern slavery**, including human trafficking, bonded labour and any form of involuntary labour. Workers must be free to leave employment in accordance with applicable law and must not be required to surrender identity documents or pay unlawful recruitment fees.
- **Prohibit child labour** and comply with applicable minimum working-age requirements and relevant ILO standards. Young workers shall be protected from hazardous work and any work that interferes with their education or development.
- **Ensure fair treatment and equal opportunity**, without discrimination based on protected characteristics, and prohibit harassment, abuse, intimidation and degrading treatment.
- **Provide fair working conditions**, including compliance with applicable requirements on wages, benefits, working hours, overtime, rest periods and paid leave.

- **Respect freedom of association and collective bargaining**, in accordance with applicable laws.
- **Promote responsible employment practices** and ensure that employment relationships comply with applicable labour and social security requirements.

Suppliers shall take appropriate steps to identify, prevent and address adverse human rights and labour impacts associated with their operations and relevant supply chains.

5. HEALTH, SAFETY AND ENVIRONMENTAL RESPONSIBILITY

Occupational health and safety

Suppliers shall provide safe and healthy working conditions, identify and assess occupational risks, implement preventive measures, provide appropriate training and personal protective equipment, and maintain suitable emergency preparedness and response procedures. Suppliers shall take reasonable steps to prevent workplace injuries, occupational illnesses and unsafe working conditions.

Environmental protection and sustainability

Suppliers shall comply with applicable environmental legislation, permits and reporting obligations. They are expected to apply a precautionary approach to environmental risks and continually improve their environmental performance, taking into account the nature and scale of their activities.

This includes, where relevant:

- Using energy, water, raw materials and other natural resources efficiently.
- Preventing pollution and managing waste, emissions, wastewater and hazardous substances responsibly.
- Monitoring and reducing greenhouse gas emissions and other significant environmental impacts.
- Promoting resource efficiency, waste prevention, reuse and recycling.
- Preventing environmental damage and maintaining appropriate response measures.

Sustainable supply chain

Noucor expects its Suppliers to assess their own supply partners against appropriate environmental and social criteria and to promote compliance with these standards throughout their supply chains.

6. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Suppliers shall communicate the principles of this Code to their relevant employees, agents, subcontractors and business partners involved in providing goods or services to Noucor.

Suppliers are expected to apply appropriate risk-based due diligence when selecting, qualifying and monitoring their own suppliers and subcontractors, taking into account relevant environmental, social, human rights, labour, business ethics and health and safety considerations.

Suppliers shall take reasonable steps to verify that their own suppliers and subcontractors meet standards consistent with this Code and shall address identified deficiencies through appropriate corrective measures. Suppliers remain responsible for managing risks within their relevant supply chains and for promoting compliance with these principles throughout the supply chain to the extent appropriate to their role and influence.

7. REVIEWS AND AUDITS

Sustainability assessments

As part of its commitment to responsible sourcing, Noucor may request Suppliers to complete sustainability assessments or provide information regarding their environmental, social and governance practices. Where appropriate, such assessments may be carried out through recognised external platforms, such as EcoVadis, or other assessment tools selected by Noucor.

Reviews and audits

Noucor may undertake appropriate reviews to verify compliance with this Code, particularly where concerns, incidents or potential non-compliance have been identified. Where appropriate, Noucor may request relevant information to assess compliance with these requirements. In coordination with Supplier, a site visit, or an audit by employees of Noucor or by a third party commissioned by Noucor can also be agreed to verify compliance with these requirements on site.

Compliance

Suppliers shall promptly address any non-compliance identified in relation to this Code and implement corrective actions within a reasonable timeframe. Material or repeated failure to comply with this Code may be taken into account by Noucor when assessing the continuation of the business relationship, subject to applicable contractual arrangements.