



SUPPLIER CODE OF CONDUCT

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Change history

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ABL Group Supplier Code of Conduct

ABL Group is committed to sustainability in all business activities and aims to apply the highest ethical standards. Our suppliers (suppliers, service providers, and contract manufacturers) play an important role as enablers of our sustainable growth and overall success.

ABL Group promotes innovation and strives for economic, social and environmental sustainability in order to ensure delivery of our products to our customers and the long-term success of ABL Group and its stakeholders.

Our suppliers are business partners with expertise and capabilities that we use to enable improvements in efficiency, effectiveness and business continuity which enable us to deliver innovations to address the needs of patients and benefit society. In delivering innovation, clinicians, patients and stakeholders expect ABL Group to uphold high standards of responsible and ethical behavior in our operations and to hold our suppliers to the same high standards.

ABL Group endeavors to select business partners who operate their businesses with professionalism and integrity, share our social and environmental values, and acknowledge our quality and safety culture

ABL Group does not tolerate bribery or any other form of corrupt business behavior. Our suppliers must adhere to the same ethical principles and work with their own suppliers on anticorruption.

Integrity and fairness are central to how we operate both in the workplace and the marketplace.

We expect our suppliers to:

- Comply with local regulations
- Uphold human rights
- Ensure a safe and healthy workplace
- Demonstrate social and environmental responsibility
- Conduct business in an ethical manner

The Supplier Code of Conduct does not constitute a replacement and does not substitute the Law's provisions. In any case of conflict between the applicable provisions of the Law and the Code's instructions, the Law's provisions must be upheld. This Supplier Code of Conduct is a supplement to any contract between ABL Group's companies and their suppliers, and if there are more stringent requirements than such that are outlined in this Supplier Code of Conduct, the terms of the agreed contract shall supersede these.

ABL Group's suppliers are expected to understand and comply this code. ABL Group reserves the right to verify the supplier's compliance with it at any time.

All suppliers are expected to educate their representatives to ensure they understand and comply with this Code. If a supplier knows, or has reason to believe, that a violation by it or its representatives has occurred, the supplier must promptly inform ABL Group. Suppliers are expected to self-monitor and enforce compliance with this Code by their representatives.

Ethics

Suppliers shall conduct their business in an ethical manner and act with integrity. The ethics elements include:

Business integrity and fair competition

Suppliers must conduct their business in a manner that is consistent with fair and vigorous competition and in compliance with all applicable laws and regulations relating to anti-trust, fair competition, unfair/deceptive trade practices and accurate and truthful advertising.

Anti-corruption and Anti-bribery

Suppliers are prohibited from engaging in any form of corruption, extortion, embezzlement, and money laundering. Suppliers may not offer, authorize, request, or accept bribes, kickbacks, bartering arrangements, goods, services or any other incentive or thing of value to or from a ABL Group employee or on ABL Group behalf to obtain or retain business, or gain an improper advantage, or participate in other illegal inducements in business or government relationships. Suppliers must comply with all applicable anti-corruption, anti-bribery and anti-money laundering laws, rules, and regulations.

Identification of concerns

All workers should be encouraged to report concerns or illegal activities in the workplace, without threat of reprisal, intimidation or harassment. Suppliers shall investigate and take corrective action if needed.

Confidentiality, Data Privacy and Cybersecurity

Suppliers shall commit to protecting the confidential and proprietary information of ABL Group (and that of its customers, clients, patients). Suppliers shall comply with applicable data privacy, data protection, and information security laws and regulations. Suppliers must operate under appropriate data security and privacy mechanisms and procedures to effectively safeguard ABL Group's confidential and proprietary information (and that of its customers, clients, patients) and personal information collected, stored, processed, transmitted, and shared on behalf of ABL Group.

Animal welfare

Animals shall be treated respectfully, with pain and stress minimized. Animal testing should be performed after consideration to replace animals, reduce the numbers of animals used or refine procedures to minimize distress. Alternatives should be used wherever scientifically valid and acceptable to regulators.

Other Obligations and Expectations

Suppliers must operate in compliance with their own applicable professional standards, policies and codes, including requirements established by any organizations (such as licensing commissions) regulating their activities. Suppliers must obtain and maintain all permits and/or licenses necessary to provide the services and conduct the activities for which they have been engaged by or on behalf of ABL Group.

Labor

Suppliers shall be committed to uphold the human rights of workers and to treat them with dignity and respect. The labor elements include:

Free chosen employment

Suppliers shall not use forced, bonded, indentured, or involuntary prison labor.

Child labor and young workers

Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment, or the age established for completing compulsory education.

Non-discrimination and equal opportunity

Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status is not tolerated.

Fair treatment

Suppliers shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.

Wages, benefits and working hours

Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Suppliers shall communicate with the worker the basis on which they are being compensated in a timely manner. Suppliers are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime.

Freedom of association

Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Health and Safety

Suppliers shall provide a safe and healthy working environment, including for any company-provided living quarters. The health and safety elements include:

Worker Protection

Suppliers shall protect workers from over exposure to chemical, biological and physical hazards, physically demanding tasks in the workplace and in any company-provided living quarters.

Process Safety

Suppliers shall have programs in place to prevent or mitigate catastrophic releases of chemicals.

Emergency Preparedness and Response

Suppliers shall identify and assess emergency situations in the workplace and any company provided living quarters and minimize their impact by implementing emergency plans and response procedures.

Hazard Information

Safety information relating to hazardous materials shall be available to educate, train and protect workers from hazards.

Environment

Suppliers shall operate in an environmentally responsible and efficient manner, and they shall minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle. The environmental elements include:

Environmental Authorizations

Suppliers shall comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained, and their operational and reporting requirements followed.

Waste and Emissions

Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

Spills and Releases

Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment.

Management Systems

Suppliers shall use management systems to facilitate continual improvement and compliance with the expectations of these principles. The management systems elements include:

Commitment and Accountability

Suppliers shall demonstrate commitment to the concepts described in this document by allocating appropriate resources.

Legal and Customer Requirements

Suppliers shall identify and comply with applicable laws, regulations, standards and relevant customer requirements.

Business Continuity

Suppliers are responsible for the development and implementation of appropriate business continuity plans for operations supporting ABL Group.

Risk Management

Suppliers shall have mechanisms to determine and manage risks in all areas addressed by this document.

Documentation

Suppliers shall maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.

Training and Competency

Suppliers shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address these expectations.

Continual Improvement

Suppliers are expected to continually improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews.

In addition, the following principles are important for ABL Group:

Intellectual property

Intellectual property rights shall be respected by suppliers, including by complying with all applicable laws and regulations applicable to intellectual property and not violating, misappropriating, or infringing upon the intellectual rights of any person or entity; transfer of technology and know-how shall be done in a manner that protects intellectual property rights.

Economic sustainability

Suppliers are encouraged to help foster social and economic development and contribute to the sustainability of the communities in which they operate.

Supplier diversity

Suppliers shall engage socially and economically different categories of suppliers through inclusive sourcing processes that promote equal opportunities.