



# Code of Conduct

**We are shaping the transition to a responsible healthcare era. With fascination and enthusiasm. Together. Today and tomorrow.**

R-BIOPHARM has dedicated itself to the health of people. For more than 30 years, we have been supplying top quality products to improve the vitality of both people and animals.

To achieve commercial success, it is a requirement of PRECISION that we comply with all internal and external rules and regulations.

Our SPIRIT encourages respectful cooperation with one another and our business partners. We do not tolerate any violations of the law, harassment, or discrimination.

The culture and values at R-BIOPHARM support taking responsibility for our own actions. This Code of Conduct is intended to assist our employees in making the right decisions, both ethically and legally, in difficult moments.

Everyone at R-BIOPHARM – Supervisory Board, Management Board, and employees at all levels – must abide by the principles set out in this Code. Only in this manner and through collaboration can comprehensive compliance be guaranteed.

We are all responsible for the reputation of our company.

Our values and Code of Conduct serve as a solid foundation for this. Thank you for your contribution to meeting the standard of PRECISION at R-BIOPHARM.

Your Management Board

# Code of Conduct

## Preamble

The Code of Conduct of R-BIOPHARM AG represents the core standards and values that are important to us and are particularly close to our hearts. The Code of Conduct applies to all the divisions, to the members of the Management Board, to all the employees of R-BIOPHARM AG and the employees of the companies in which R-BIOPHARM AG has a holding. At the same time, we also expect our business partners to identify with these standards and values and adhere to them.



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



**R-BIOPHARM offers outstanding products and services which customers with high quality demands can rely on at all times.**

## 1. Commitment to Quality

→ The trust our customers have in our products is of the utmost importance to us and our commercial success depends on this trust. The quality of our products and services is the basis for this confidence. Our efforts are consequently centered on developing, manufacturing, and distributing products and services that meet the strictest quality requirements. R-BIOPHARM expects and relies on every employee to be committed to this quality objective and to continuously work to enhance the quality of our products and services.



**We, as a company and every single one of us, encourage diversity, equal opportunities and respect.**

## **2. Diversity, Equal Opportunities and Respect**

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

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

Criteria such as ethnic origin, skin color, nationality, gender and sexual orientation, age, disability, religion or philosophical beliefs play no part either in the hiring or recruitment of employees.

We have an open, trustworthy, and respectful relationship with the employees' representatives in our company, which reflects the significance of our employees to R-BIOPHARM.



**We abide by all  
the relevant laws,  
rules and standards  
in the countries  
in which we operate.**

### **3. Compliance with Legislation**

→ Our success also depends on our compliance with all the applicable laws and provisions at local, national and international levels. Infringements of applicable law can result in hefty administrative fines and damages; they can also have a lasting negative impact on the reputation of our company and its products. Therefore we, the Management Board and our employees, adhere strictly to all the relevant regulations; all the way from criminal and administrative offenses, antitrust and competition law through the relevant standards under occupational safety law to export control regulations. Our employees are familiar with the relevant provisions and can handle them competently.



## 4. Human Rights

→ We respect human dignity inside and outside our company. We oppose – in our company, but also within our supply chain – any form of forced labour, child labour and human trafficking. We respect universal human rights and have no part in their infringement.



**We are committed to respecting human rights and the core labour standards of the International Labour Organization.**



**Quality and safety  
of our products and  
the safety of our  
employees, customers  
and business partners  
are our top priority.**



## 5. Quality and Safety

→ Our products must satisfy the most stringent quality requirements and be safe to use at all times. To this end, we at R-BIOPHARM maintain a professional quality management system that monitors the quality and safety of our products.

Furthermore the people who work for us or who are in our premises also need to be able to have confidence that they are in a healthy and safe working environment. It is the particular responsibility of our managerial staff – supported by experts in occupational health and safety – to undertake continuous professional development on the subjects of health and safety at work in order to ensure this.



**I. Basic Principles**

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

**III. Handling Information  
and Data**

**IV. Handling Resources**

**We do not tolerate  
any corruption  
nor any bribery;  
in any form  
whatsoever.**



## 1. Corruption Prevention

→ We, at R-BIOPHARM, set ourselves apart through the quality of our products and services. We do not need to buy our success and will not improperly influence third parties; we will avoid any semblance of corruption under all circumstances. We also expect this from our suppliers.


One aspect of professional conduct to which we attach particular importance is the transparent handling of potential conflicts of interest. In accordance with this, we train our employees and request their active support of our efforts.



## 2. Fair Competition

→ Practices that restrict 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 that contravene anti-trust law. In particular, we do not fix either prices, production volumes, sales territories or customer groups. In addition, we do not engage in any form of unfair competition. This also means that we comply with the relevant rules and regulations in advertising and distribution.

We adhere to the relevant anti-trust provisions with respect to suppliers and customers; our conduct is impeccable and fair.



**Being fair to other market participants is an element of our measures of best practice.**



**I. Basic Principles**

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

**III. Handling Information  
and Data**

**IV. Handling Resources**

## 1. Confidentiality

→ The disclosure of sensitive data to third parties can cause our company severe damage. We take every feasible step necessary to protect the sensitive data of our company, but also that of our customers and business partners. In particular, we take steps to keep the number of people with access to sensitive data as small as possible and conclude confidentiality agreements with those who need to be given access to such data.

One key aspect of ensuring the confidentiality of sensitive data is that each and every employee of our company is familiar with the IT system and observes the relevant regulations regarding IT security.



**We treat the data and information of our customers and business partners with the same degree of confidentiality as our own.**



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

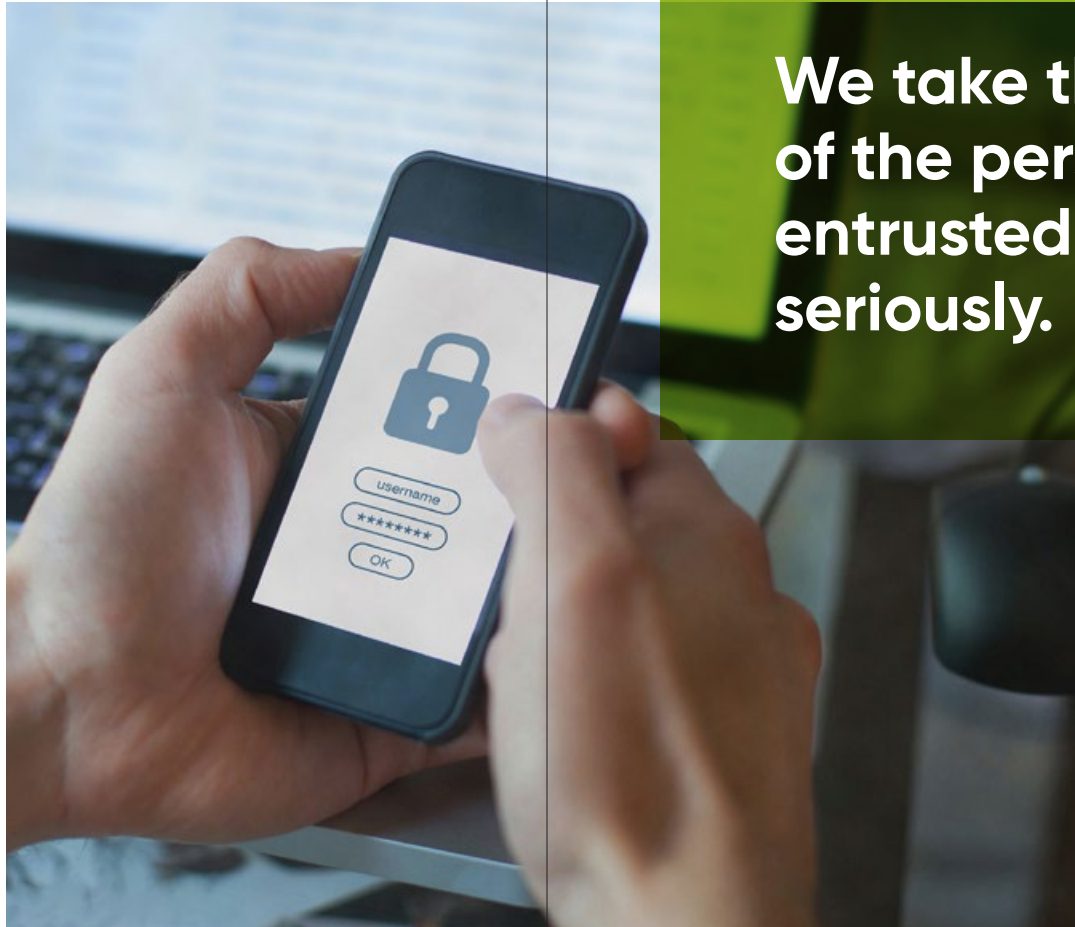
## **2. Protection of Intellectual Property**

→ Our products are the result of intensive research and development, and the intellectual property of our company is derived from it. This intellectual property is the source of our success, and must be protected.

Therefore, we respect the intellectual property of others and observe all the relevant legislation.

### 3. Data Protection

→ Employees, as well as customers, suppliers, and third parties who entrust us with personal data, rely on us to keep their personal data safe. We observe all the relevant statutory requirements for dealing with personal data, raise the awareness of our employees and encourage their continuous training and professional development.



**We take the protection of the personal data entrusted to us very seriously.**

A person is working at a desk in a brightly lit office. The desk is cluttered with a smartphone, a pen, and a document featuring various charts and graphs. The person's hands are visible, and they appear to be focused on their work. The background is softly blurred, showing a window with light streaming in.

**I. Basic Principles**

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**The protection of  
the environment and  
our natural resources  
is a priority for us.**

## **1. Environmental Protection**

→ The resources available to us are limited. We play our part in protecting these resources and the environment and climate. We take measures to prevent waste, conserve water and energy, and ensure the responsible use of chemicals, among other things. Each and every one of our employees makes a valuable contribution to this every single day.

**We have a  
responsibility to  
society – regionally  
and globally –  
and are aware of this.**



## **2. Social Commitment**

→ R-BIOPHARM is a company operating at a global level with strong regional roots, and has a responsibility – within the region and beyond. We have recognized the relevance of Corporate Social Responsibility (CSR) for society and the company. R-BIOPHARM understands CSR as an ongoing process and part of the corporate culture. For this reason, we are developing and pursuing – with conviction – a long-term and focused commitment.

r-biopharm®



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