



1. PURPOSE

CampusPharma's Code of Conduct forms the basis of a responsible and sustainable corporation. This means working in a way that fulfills fundamental responsibilities in the areas of human rights, labour law, environment and anti-corruption.

2. INTRODUCTION

The Code of Conduct provides guidance in the daily work and is a tool for how we, together with partners and suppliers, should act. Based on the Code of Conduct, we have set guidelines for how we as a company should operate our business in an ethically, socially and environmentally correct manner.

The Code of Conduct is based on:

- ✓ UN Universal Declaration of Human Rights
- ✓ UN Convention on the Rights of the Child
- ✓ International Labour Organization (ILO) eight core conventions (no 29, 87, 98, 100, 105, 111, 138 and 182)
- ✓ ILO Declaration on Fundamental Principles and Rights at Work
- ✓ Environmental legislation
- ✓ UN Convention against Corruption

Both the company and suppliers must respect and follow the following principles in the areas of human rights, labour law, environment and anti-corruption.

3. HUMAN RIGHTS

(UN Universal Declaration of Human Rights)

Human rights must be respected and promoted both within the own business and in the supply chain. The organization must ensure that it does not participate, directly or indirectly, in human rights violations.

4. LABOUR LAW

(ILO's eight core conventions, ILO Declaration on Fundamental Principles and Rights at Work, UN Convention on the Rights of the Child)

No occurrence of forced labour (ILO 29 and 105)

All forms of forced labour are prohibited. Forced labour refers to work and services that are not performed on a voluntary basis, such as slave labour, contract work or involuntary prison work. All work must be voluntary and the employee must have the right to terminate the employment in accordance with local legislation or employment contracts.

Freedom of association and the right to collective bargaining (ILO 87 and 98)

Freedom of association must be maintained in accordance with local legislation, where all employees are free to start or participate in trade union activities. The right to collective bargaining regarding terms of employment must be recognized.

**No occurrence of discrimination and harassment (ILO 100 and 111)**

Discrimination means special treatment on unreasonable grounds and refers to the distinction of workers that is not based on merits or qualities. Discrimination on the basis of e.g. age, sex, marital status, ethnicity, religion, pregnancy, political opinion, nationality, skin colour, function variation or sexual orientation must not occur. Harassment and sexual harassment within the work environment must not occur. The organization must work for diversity and equal opportunities within the business.

No occurrence of child labour (ILO 138 and 182, UN Convention on the Rights of the Child)

All forms of child labour are prohibited. Child labour refers to all economic activity performed by a person of compulsory school age or younger, no worker may be under 15 years of age (or 14 years of age if national law allows).

Youth between the ages of 15 and 18 must work with non-hazardous work steps. The child has the right to protection against financial exploitation and against performing work that may be harmful or hinder the child's education or adversely affect the child's health or physical, mental, spiritual, moral or social development.

Occupational safety and health (ILO 155 and 170)

All employees must be offered a safe and healthy work environment. In the event of health risks, preventive measures must be taken to minimize injuries. The working environment must be safe and hygienic, free from or protected against conditions that pose a danger to the employee. Employees must receive training regarding possible health risks, hazardous work steps, first aid and fire safety. It is the employer's obligation that relevant protective equipment is available to the employees. Emergency exits must not be blocked and must be clearly marked / illuminated. Evacuation exercises and tests must be carried out regularly within the business.

5. ENVIRONMENT

The organization shall operate its business in consideration of the environment in a way that includes both local and national environmental legislation. The organization must take initiatives to promote greater environmental responsibility, work to constantly improve its environmental performance, and minimize emissions and resource consumption.

Environmental requirements must be imposed on subcontractors. Routines that identify, measure and follow up the environmental impact must be implemented for all operations in the supply chain. The organization shall strive for a life cycle perspective regarding the environmental impact of products and services.

6. ANTI-CORRUPTION

(UN Convention against Corruption)

Business must be conducted in an ethically correct manner. The organization must counteract corruption in all its forms, including extortion and bribery.

The organization shall not directly or indirectly offer, demand or accept any form of improper payment/ compensation within the business, or from third parties that may affect the objectivity of business decisions.