

Supplier Code of Conduct

Ethical partnerships

Vimian Group and its segments Nextmune,
Movora, VetFamily and Indical Bioscience

Revision: 01

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vimian[™]

Introduction

- / Vimian Group AB (publ) and its subsidiaries, including all subsidiaries belonging to the segments Nextmune, Movora, VetFamily and Indical Bioscience collectively (“Vimian”) are committed to high standards of ethical business conduct. To live up to this commitment, this Supplier Code of Conduct (the “Supplier Code”) provides guidance on what we expect from all partners that work with us, for us, or on our behalf.
- / Before Vimian contract with the majority of partners we assess whether their ways of working align with our commitment to high ethical standards.
- / Vimian actively oversees relationships with partners, foremost top-tier partners, to maintain high standards and address any concerns or opportunities emerging in the value chain.
- / This Supplier Code is aligned with Vimian’s Code of Conduct and applies to all partners working with us, for us, or on our behalf.



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Know and follow the code

If you are a partner working with us, for us or on our behalf you are expected to be familiar with the information contained in this Supplier Code.

- / A partner failing to follow the Supplier Code can result in disciplinary action, including termination of its relationship with Vimian.
- / However, Vimian is committed to providing partners with support to ensure compliance with the Supplier Code. If you (partner, colleague or other stakeholder) identify practices or behaviors that fall short of these expectations, details about raising concerns or asking for support can be found [here](#).



Speak up (incl. Whistleblowing)

If you have a question or concern that Vimian or any partner of Vimian may be failing to follow the Supplier Code, any internal policies or the law, do not be silent. We want to hear from you.

/ **Questions or concerns**

If you have a concern or question regarding the Supplier Code or any internal policies then raise it with:

- / The contact person within Vimian you foremost engage with
- / Legal, legal@vimian.com

/ **Wrongdoing**

If you believe a violation of law or the Supplier Code has occurred, or any category of wrongdoing then promptly raise your concern with:

- / The contact person within Vimian you foremost engage with
- / Legal, legal@vimian.com
- / Through [Vimian's whistleblowing channel](#)



Protect human rights (1/2)

Vimian will not tolerate abuse of human rights in any way or in any part of our value chain. Therefore, partners shall:

/ Never use forced or compulsory labor, human trafficking, debt bondage and child labor

/ Comply with all applicable human rights and labor practice laws and regulations

Comply with all applicable laws, regulations, standards and business practices governing human rights and labor practices. E.g., UN Universal Declaration of Human Rights, UN Global Compact. This expectation includes upholding internationally recognized human and employment rights of workers and treat them with respect and dignity.

/ Freedom to work

Only use employees who freely choose to work with the partner and who are free to leave or end their employment at any time.

/ Anti-discrimination

Never discriminate and ensure the workplace is free from any form of discrimination, harassment or bullying in any form – verbal, physical, or visual.



Protect human rights (2/2)

/ **Freedom of association**

Ensure employees have the freedom of association to be effectively enjoyed without discrimination on grounds of sexual orientation or gender identity.

/ **Fair wages**

Ensure payment of fair wages and the provision of all applicable employee entitlements such as leave and superannuation.

/ **Health and safety**

Ensure employees are safe and healthy e.g., protect employees from unhealthy exposure to physical, psychological, chemical, or biological hazards, and have effective process safety controls to prevent and manage releases of chemicals.

/ **No fear of reprisal**

Ensure employees can communicate instances of breach without fear of reprisal.

/ **Supplier diversity**

Provide opportunities for supplier diversity e.g., small and diverse owned businesses, those owned by minorities, disabled, underrepresented genders or others who represent global diversity.

Learn more about Vimian's position and commitment to be an ethical company in the [Vimian Code of Conduct](#).



Protect animal welfare

Vimian's ambition is to be the leading global innovator of products and standards that improve animal welfare and reduce antimicrobial resistance. For Vimian animal welfare means to support animals to live the best life possible, physically and mentally. Animals shall always be handled and treated with dignity. In alignment with this ambition, partners shall:

/ Comply with all applicable animal rights and welfare laws and regulations

Adhere to any legal requirements of animal rights, care and welfare including to respect the animals with which they work, ensuring that all five basic needs are met. The five needs include three physical needs - diet, environment and being protected from pain, injury and disease - and two needs for mental wellbeing - the need to be with or without other animals of the same species and the need to behave naturally.

/ Three R's of laboratory testing or clinical trials

If engaging in laboratory testing or clinical trials, partners shall adhere to all applicable legal requirements and regulations. Partners are strongly encouraged to strive for the three R's of humane use of animals in testing - replacement, reduction and refinement.

Learn more about Vimian's position and commitment to put animal health and welfare first in the [Animal Welfare Policy](#).



Protect the environment (1/2)

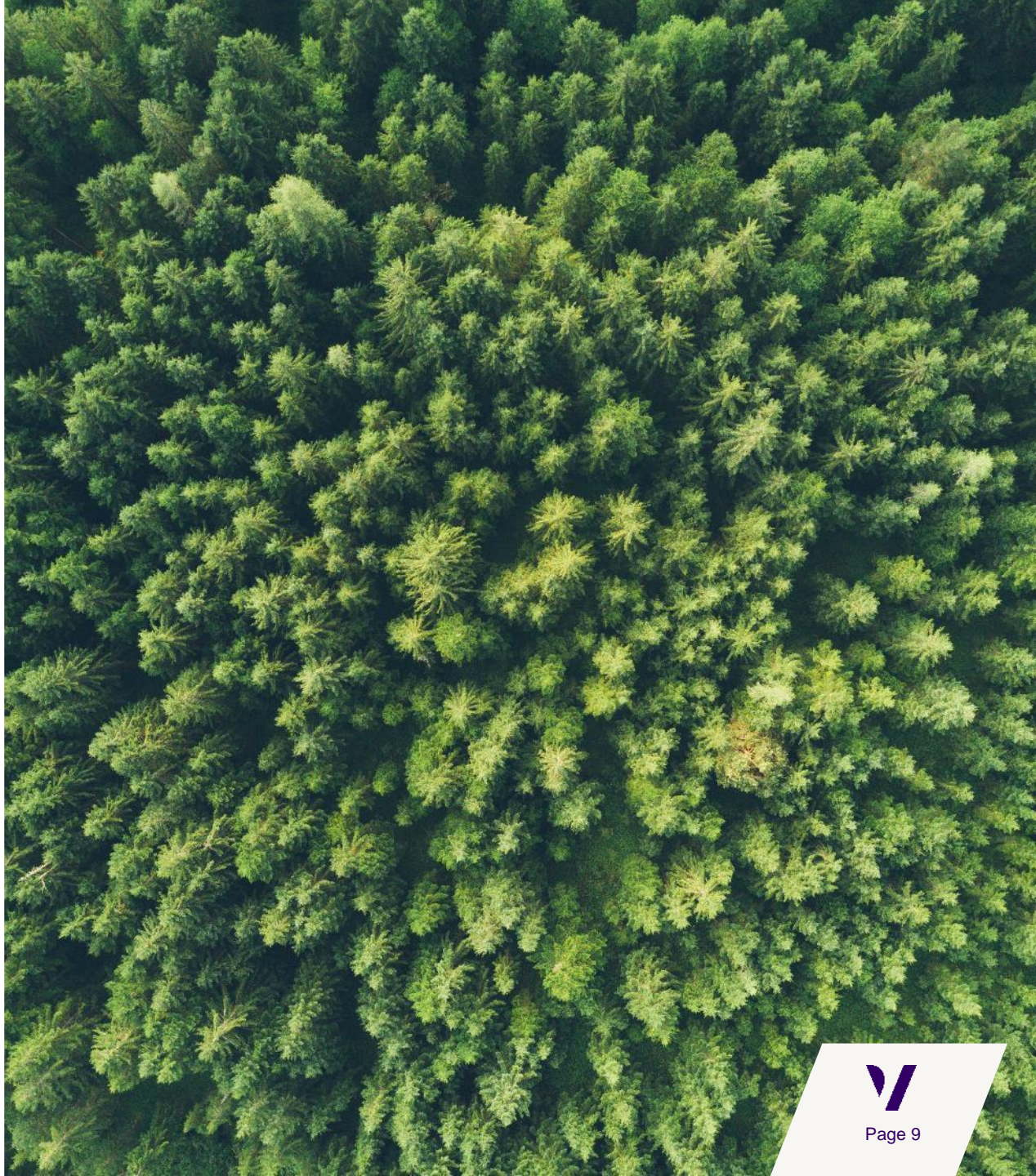
Vimian's ambition is to transition towards a net-zero climate impact company across the value chain and empower our customers with solutions to do the same. We expect partners to operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Partners shall:

- / Comply with all applicable environmental laws and regulations**

including obtaining all required environmental permits, licenses, information registrations, and following operational and reporting requirements.

- / Appropriately manage waste, hazardous material, emissions and wastewater**

Appropriately manage, control and treat any waste, emissions or wastewater before releasing any waste into the environment, this includes releases of active pharmaceuticals into the environment.



Protect the environment (2/2)

Further, partners are encouraged to:

/ Increase circularity and continuously reduce negative climate and environmental impact, including:

- Avoid use of hazardous material as far as practically possible
- Reduce water intake, greenhouse gas emissions and waste
- Improve energy efficiency
- Rethink packaging and transportation

/ Set goals, targets and follow up

Set sustainability goals and targets linked to issues that are material to your industry and items aligned with your business goals. Follow up to track progress.

/ Integrate in strategy and operations

Continuously integrate sustainability as part of overall strategy and operations

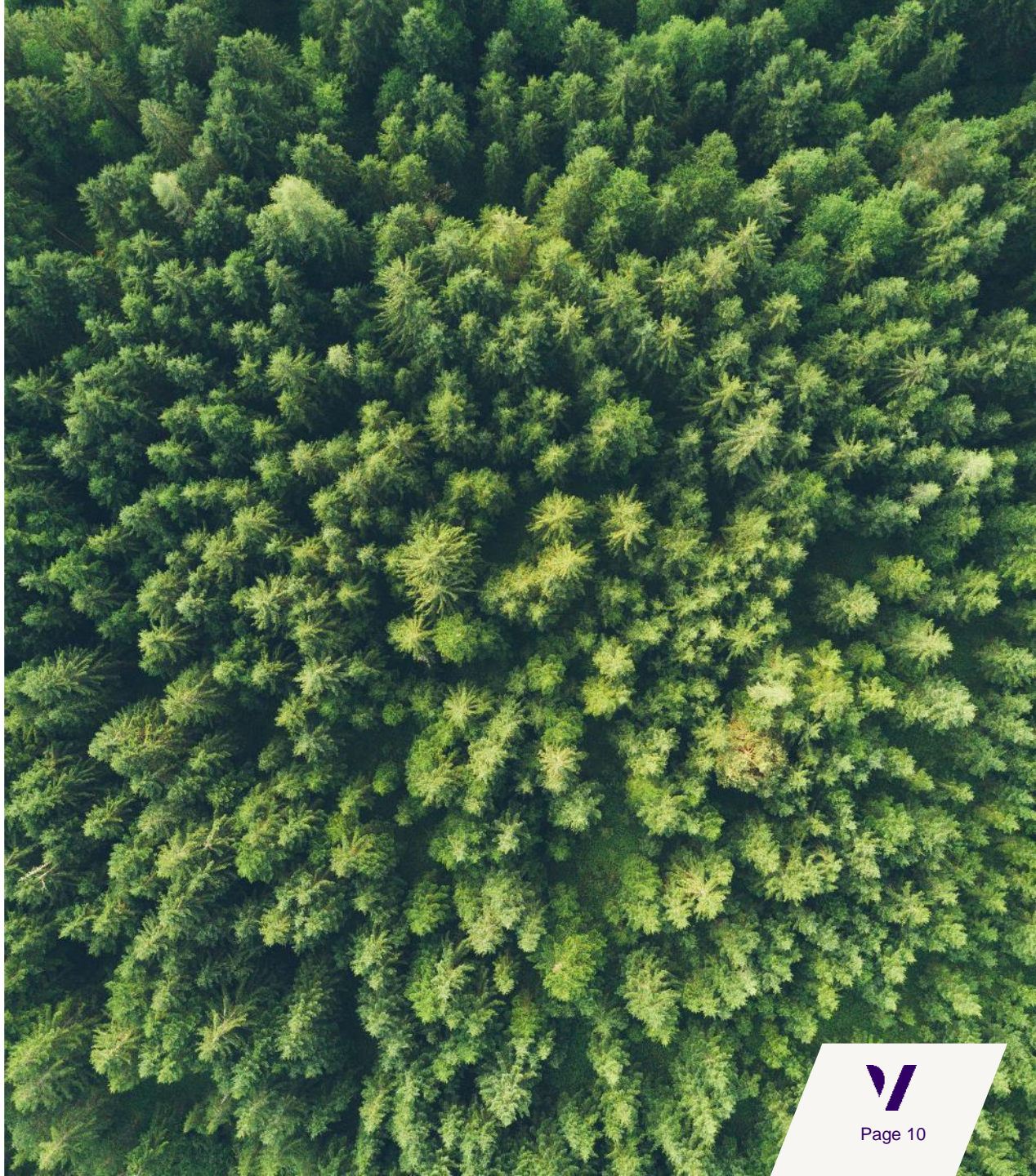
/ Educate and engage

Ensure stakeholders are educated in relevant climate and environment initiatives

/ Align with Paris Agreement

Align all efforts to reduce climate impact with the Paris Agreement target of limiting the global temperature rise to 1.5 degrees Celsius

Learn more about Vimian's commitment to transition towards net-zero climate impact in the [Climate and Environment Policy](#).



Governance (1/2)

Partners need to ensure they have effective methods in place to manage and communicate the expectations in this Supplier Code to relevant managers, employees, contractors, suppliers, and other partners. Partners shall:

/ **Risk management**

Have steering mechanisms (systems, processes, accountability) in place, or under development, to identify and manage risks in all areas addressed in this Supplier Code – People, Animals and Planet. This includes monitoring processes and activities to ensure they are operating appropriately and that risk control measures are effective. Having periodic internal/external reviews to measure risk controls and identify any actions needed to deliver continuous improvement.

/ **Anti-Bribery and Anti-Corruption**

Ensure necessary systems are in place to prevent bribery and corruption. Never bribe anybody, anytime, for any reason, even if it means losing business, and never accept a bribe of any kind. For further guidance please see our [Anti-Bribery and Anti-Corruption \(ABAC\) policy](#).

/ **Anti-competitive practices**

Never engage in unethical or illegal anti-competitive business practices. For further guidance please see Vimian's Code of Conduct.

/ **Confidential information**

Ensure confidential information shared by Vimian is safe and protected, and not disclosed or available to unauthorized parties.

/ **Data privacy**

Ensure individual's privacy and data protection is respected and consistent with privacy and data protection laws.

Governance (2/2)

Further, partners are encouraged to:

- / Continuous improvement**

Track progress, set targets and continuously improve on the areas address in this Supplier Code. This includes maintaining documentation sufficient to demonstrate meeting expectations and complying with applicable regulations and reporting requirements.

- / Management system**

Implement and operate leading management practice frameworks e.g., ISO standards and environment certifications.

- / Procurement policy / Supplier Code of Conduct**

Have a procurement policy, supplier code of conduct or other guidelines in place for their suppliers.

Policy implementation

- / Reviewed by General Counsel 2022Q3
- / Signed off by segment representatives 2022Q3
- / Signed off by the Executive management team on 2022.11.08
- / Approved by the Board of Directors 2022.11.15
- / Shared with all employees per email and townhall 2022Q4-2023Q1
- / Published on website available to all stakeholders 2022Q4
- / Training for all employees offered on a yearly basis
- / Communicated to investors to ensure awareness of policy 2022Q4

Accountability

Every significant partner working with us, for us or on our behalf should know and comply with the Supplier Code.

Awareness

Each member of the executive management team shall ensure that the relevant colleagues in his/her organization is aware of the Supplier Code and its content.

Overall ownership of the Supplier Code

Vimian's CEO and the Group Sustainability Manager shall ensure that the Supplier Code is implemented across the Vimian Group and updated when necessary.

