

Supplier Code of Conduct

**Ensuring ethical and responsible
partnerships**

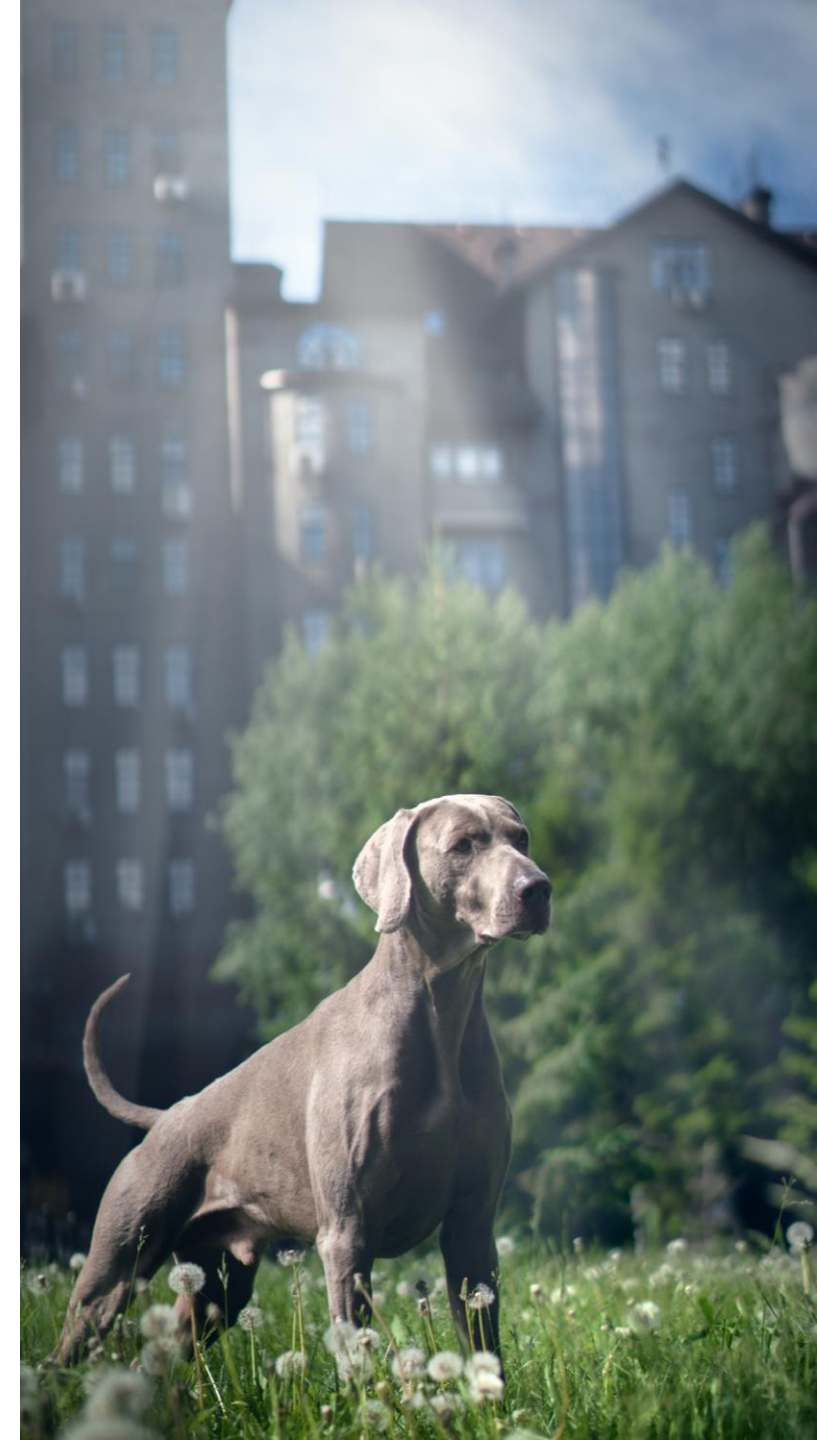
Vimian Group AB (publ) and its subsidiaries



vimian™

Document name	Supplier Code of Conduct (“the Supplier Code”)
Policy holder	Chief Executive Officer
Other interest holders	Sustainability Director, General Counsel
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Policy valid as of	October 2024

Revision	Date	Prepared and approved by	Information
1	2022-11	Prepared by General Counsel and Sustainability Director Approved by CEO and Board	Supplier Code created with input from stakeholders, company values and international standards.
2	2024-09	Prepared by General Counsel and Sustainability Director Approved by CEO and Board	Updated to reference to added policies and reflect regulatory changes.



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Introduction to the Supplier Code (1/2)

The Code is based on the ten principles provided by the the United Nations (UN) Global Compact. For further details please refer to Appendix I.

Purpose

Vimian Group AB (publ) and its subsidiaries (“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.

Scope

A “supplier” is any entity that supplies goods and services across the end-to-end supply chain to Vimian Group but is not part of the Vimian Group (to exclude employees and internal transactions). All Vimians engaging with suppliers have the responsibility to incorporating it into their work and are required to:

- read and understand the Supplier Code.
- take part of annual mandatory Supplier Code trainings that cover the content of the Code and its assessment process and tools.
- ensure that every new or existing supplier that falls under the threshold specified in the Supplier Screening Process must be evaluated in accordance with the guidelines established by Vimian.



Introduction to the Supplier Code (2/2)

Implementation

To embed the high standards of business ethics Vimian ensures that the Code:

- is approved by the Board.
- is informed by relevant internal and/or external expertise.
- specifies Vimian's business ethics expectations on suppliers.
- is communicated and publicly available on Vimians website to all employees, business partners and other relevant parties.
- is implemented across the group through annual mandatory trainings for colleagues engaging with suppliers.



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, and follow 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.
- / Vimian is committed to providing partners with support (corrective action) to ensure compliance with the Supplier Code. Any incident, practices or behaviors observed that fall short of these expectations should be reported.



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 or 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, Modern Slavery Act 2015. 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/non-discrimination

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

/ Fair working conditions

Provide fair working conditions related to secure employment, working time, social dialogue and work-life balance in alignment with applicable laws and regulations.



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 inclusion and 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.

/ If engaging in laboratory testing or clinical trials, adhere to all applicable legal requirements and regulations and conduct trials in an ethical manner.

In addition, partners are strongly encouraged to:

- regular monitoring of outsourced trials
- adhere to international best practice guidelines, codes and principles, such as 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)

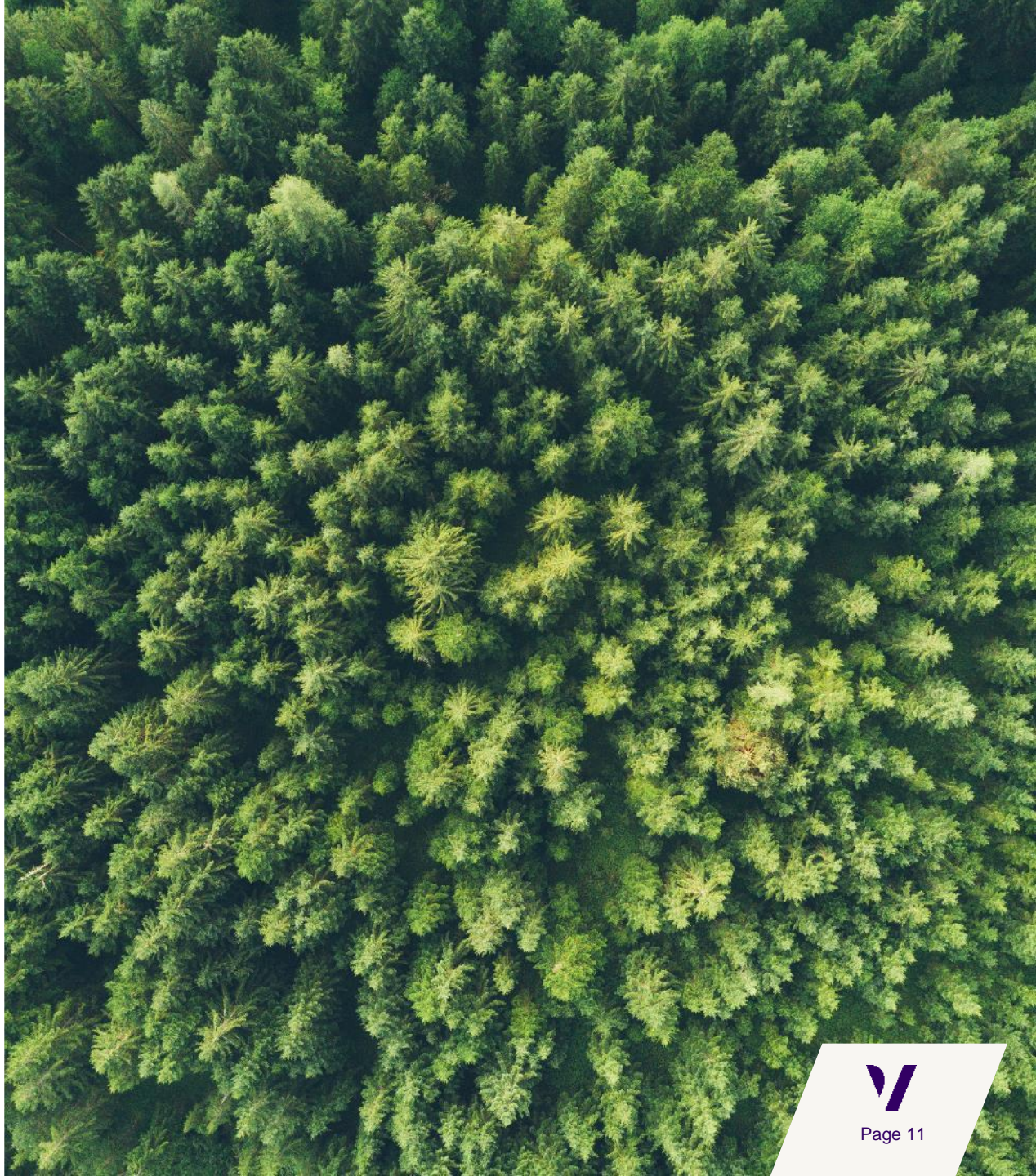
Vimian's ambition is to transition towards a net-zero climate impact company across the value chain and empower our customers with solutions to do the same. We expect partners to operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Partners shall:

- / 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

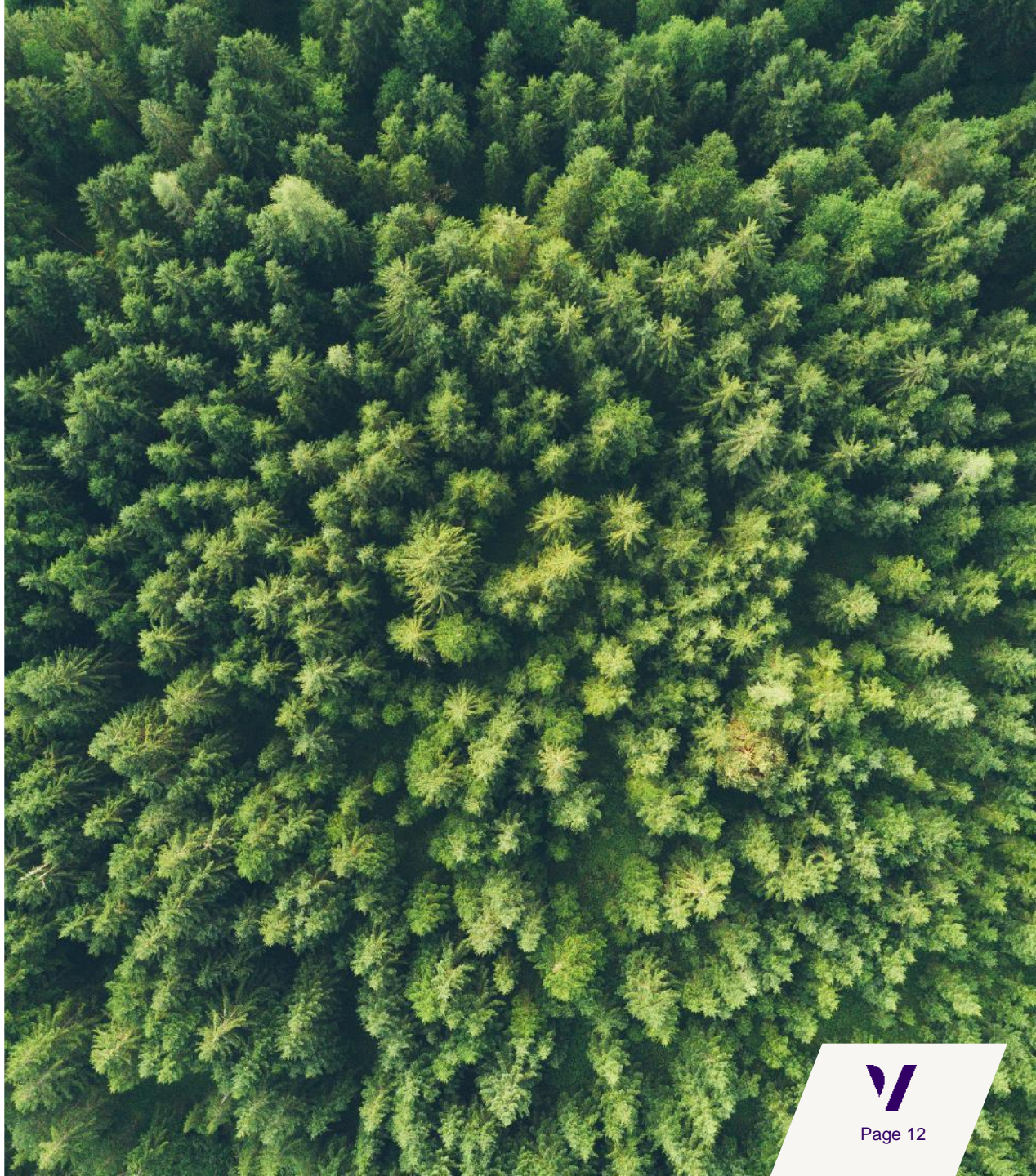
/ Educate and engage

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.

- / Ethical payment practices**

Ensure ethical payment practices and polices e.g., to prevent late payments to SMEs.

- / 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.

Appendix 1

Basis for the Supplier Code

The Supplier Code is based on the ten principles provided by the United Nations (UN) Global Compact¹. The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, areas of core values in the areas of human rights, labour standards, the environment and anti-corruption.

Human Rights

- / Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- / Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

- / Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- / Principle 4: the elimination of all forms of forced and compulsory labour;
- / Principle 5: the effective abolition of child labour; and
- / Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- / Principle 7: Businesses should support a precautionary approach to environmental challenges;
- / Principle 8: undertake initiatives to promote greater environmental responsibility; and
- / Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- / Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

1. The UN Global Compact principles enjoy universal consensus and are derived from

- / the Universal Declaration of Human Rights,
- / the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work,
- / the Rio Declaration on Environment and Development,
- / the United Nations Convention Against Corruption.