

Code of Conduct for Fertin Pharma A/S

Introduction

With a globalized business structure and a wide range of international partners, Fertin Pharma A/S works to meet ethical, social and environmental responsibilities. The purpose of this Code of Conduct (CoC) is to ensure that our employees at Fertin Pharma A/S will act in accordance with local rules and regulations and if possible and feasible also internationally recognized minimum standards on labor rights, health and safety as well as environmental standards. The management team at Fertin Pharma A/S adheres to the principles of this CoC and expects the same of employees.

The aim of the CoC is to increase the focus anticorruption and ethics in general, also securing that we act in accordance with our core values – Commitment and Credibility.

Scope Of Application

The scope of this CoC is all employees at Fertin Pharma A/S, who are responsible for drawing up contracts or might have contact with external parties, who do paid or not paid work for Fertin Pharma A/S.

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Labour Rights

Forced Labour and freedom of movement

In our business, it's important not to participate in, or benefit from, any form of forced labour, including bonded labour, forced prison labour, slavery, servitude, or human trafficking. Workers must have the freedom of movement during the course of their employment.

Child Labour and Young Workers

In our business, we do not engage in, or benefit from, the use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 16 years in office areas, and not less than 18 years in production areas.

The work must be simple tasks of a limited nature and not interfere with the children's educational responsibilities. Apprenticeship programs for children below the minimum age of employment must be remunerated and clearly aimed at training.

Non-discrimination

In our business, we do not engage in or support discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing characteristics. Hiring, remuneration, benefits, training, advancement, discipline, termination, retirement or any other employment-related decisions shall be based on relevant and objective criteria.

Wages and benefits

IN our business, we do comply with legal minimum standards. Wages are paid in legal tender and on a regular basis. Deductions from wages shall be transparent and must never be used as a disciplinary measure.

Contracts

All workers are provided with a written, understandable, and legally binding labour contract or such other documentation of labour relationship as may be required by local legal standards.

Leave

Employees are granted sick leave and maternity leave in relation to the local legal standards.

Health, Safety and Environment

Workplace Health and Safety

We ensure that our workers are offered a safe and healthy working environment, which meets the local legal standard. All employees are provided with the protective equipment and training necessary to perform their tasks safely.

Conditions of Employment and Work

We strive to protect workers from acts of physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace, whether committed by managers or fellow workers, including when determining and implementing disciplinary measures.

Corruption and Bribery

All employees shall refrain from receiving or using bribing as a method to obtain benefits or unjustly influence other parties.

Environmental Protection

In our business, we strive to minimize the adverse environmental impacts of its activities, products and services through a proactive approach and responsible management of its environmental aspects (including, but not limited to):

- Use of scarce natural resources, energy and water
- Emissions to air and releases to water
- Handling of hazardous substances
- Handling of hazardous and non-hazardous wastes
- Product issues (design, packaging, transport, use and recycling/disposal)

Local legal standards in relation to environmental issues must be met.

Implementation

We will secure that all relevant employees are aware of this CoC, by doing yearly training internally.

Fertin Pharma A/S
Søren Birn, CEO