

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 and its affiliates and subsidiaries (“Fertin”) continuously works and strives to meet ethical, social and environmental responsibilities with respect to our employees, services and products (the “Business”).

The purpose of this Code of Conduct of Fertin (the “Code”) is to ensure that our employees will act in accordance with local rules and regulations and internationally recognized minimum standards on labor rights, health and safety as well as environmental standards. The management team at Fertin adheres to the principles of this Code and expects the same of employees.

The aim of the Code is to increase the focus on anti-corruption and ethics in general, also securing that we act in accordance with our core values – Commitment and Credibility.

Scope of Application

The scope of the Fertin Code is all employees at Fertin Pharma A/S, who are responsible for drawing up contracts or might have contact with external stakeholders, who do paid or unpaid work for Fertin Pharma A/S.

Fertin expects all employees to promote the values and standards established by the Code. These very same expectations are also applied towards Fertin’s partners such as external consultants, partners, customers, suppliers, vendors or other entities (“Business Partners”) acting on behalf of Fertin.

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Labor Rights

Forced Labor and freedom of movement

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

Child Labor and Young Workers

In our Business, we do not engage in, or benefit from, the use of child labor. 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 and general well-being. 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 based on race, color, 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 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

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

Leave

In our Business, Employees are granted sick leave and maternity leave in relation to the local legal standards.

Health, Safety and Environment

Workplace Health and Safety

In our Business, 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

In our Business, 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

In our Business, 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.

Business Partners

Fertin seeks to work with only qualified and reputable Business Partners whose values and standards for conducting business are aligned with the Code and (i) Fertin's general principles with respect to the sale and marketing of Fertin's products as well as (ii) applicable laws, regulations and industry codes relating to generally accepted ethical standards for the protection of human rights, prohibition of child or forced labor and human trafficking and prohibition of corruption and bribery as set out in the UN Global Compact principles. To ensure this, Business Partners engaging with Fertin undergo regular and relevant screenings before entering into and during a business relationship. Business engagements in risk of potentially not meeting Fertin's values and standards will be evaluated, and if deemed continuously non-compliant, will be terminated. We are all responsible for holding our Business Partners accountable, and employees are encouraged to collaborate with only reliable and ethically sound Business Partners.

Employees must report any Business Partner related concerns to their manager, the relevant CSR committee or the Legal Department.

Implementation

We will secure that all relevant employees are aware of this CoC, by doing yearly training internally. Finally, Fertin equally ensures and secures that Business Partners are informed about the Code.

Fertin Pharma A/S

Søren Birn, CEO

Marianne Kirkegaard, Chairman