

# Supplier Code of Conduct for Fertin Pharma A/S

Adopted by the Board of Directors  
on 8th December 2020



# Supplier Code of Conduct for Fertin Pharma A/S

## Ethical, social and environmental responsibility is an integrated part of the long-term business strategy and Code of Conduct of Fertin Pharma A/S (Fertin).

With the purpose of ensuring responsible conduct, this Supplier Code of Conduct summarises Fertin's supplier requirements. Fertin expects its suppliers to respect human rights, labour rights and the environment, and conduct business according to the ethics described in this Supplier Code of Conduct.

It is our ambition to develop a responsible and profitable business together with our customers and partners, characterised by commitment and credibility. The following requirements are in accordance with the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises, as well as International Labour Organization and United Nations conventions.<sup>1</sup>

<sup>1</sup> References to relevant ILO and United Nations conventions for each area of the code:

- i UN Convention Against Corruption
- ii Universal Declaration of Human Rights
- iii ILO Conventions No. 87, 98, 135 and 154
- iv ILO Convention No. 1 and 14, ILO Recommendation No. 116
- v ILO Convention No. 26, 95 and 131
- vi ILO Conventions No. 29 and 105
- vii UN Convention on the Rights of the Child ILO Conventions No. 138, 182, ILO Recommendation No. 146 and UNICEF's Children's Rights and Business Principles
- viii ILO Conventions No. 100, 111, 143, 169, 183 and UN Convention on Discrimination Against Women
- ix ILO Convention No. 155, 184 and ILO Recommendation No. 164

## Environment

The supplier shall assess any significant environmental impact from their operations, and establish and follow procedures that reflect their environmental responsibility. The supplier shall comply with national and international environmental legislation and regulations and work actively to reduce emissions into the air, soil and waterways and make more efficient use of resources. Environmental aspects shall be taken into consideration throughout the production and distribution chain, from the production of raw materials to the sale of end-user products.

## Business ethics

All forms of corruption, bribery, money laundering and unlawful restrictive trade practices are strictly prohibited. The supplier shall establish and follow effective procedures to prevent corruption, bribery, money laundering and unlawful restrictive trade practices in all of their business activities. The supplier cannot participate in, be responsible for or in any way be connected with circumstances that may be interpreted as land grabbing.

## Social conditions

The supplier shall support and respect internationally declared human rights, and treat employees fairly, equally and with respect.

## Freedom of association

The supplier shall respect its employees' right to form or join trade unions as well as the right to collective negotiations.

## Working hours

Working hours, breaks and vacations must comply with national legislation and agreements, as well as international agreements. Working hours, excluding overtime, shall be identified by contract, and are expected not to exceed 48 hours per week. Overtime shall be voluntary, shall not be requested on a regular basis and is recommended not to exceed twelve hours per week.

### Wages

Wages, benefits and overtime compensation shall at the very least comply with national legislation, industry standards and collective agreements. Wages and compensation for regular working hours should always be enough to meet basic needs and to provide some discretionary income. Deductions from wages as a disciplinary measure will only be permitted under the conditions and to the extent regulated by law or collective agreement.

### Forced labour

No form of forced labour or labour linked to any form of punishment is permitted. This requirement pertains to all employees, irrespective of employment condition. No employee may be forced to hand over valuables or identification papers to his/her employer.

### Child labour

Fertin Pharma A/S do not accept child labour. Every child shall be protected from economic exploitation and from performing any work that may be dangerous, have an adverse effect on the child's education or be harmful to the child's health and development. The term 'child labour' refers to work carried out by a child who is under 15 years of age, or under 14 years of age in those countries specified in Article 2.4 of ILO Convention 138. Young workers under 18 may not work at night or in hazardous conditions.

### Equal treatment

Fertin Pharma A/S do not accept discrimination, intimidation, oppression or harassment in any form.

### Work environment and safety

The supplier shall define responsibilities, and establish and follow procedures to prevent accidents and work-related injuries. The supplier shall at least comply with the minimum standards according to national and local laws and regulations regarding the work environment.

Access to clean toilet facilities, potable water and, if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

### Follow-up and enforcement

It is the supplier's responsibility to ensure that the content of this Supplier Code of Conduct is implemented. Fertin expects all suppliers to have appropriate procedures to ensure that their own suppliers of products and services are in compliance with the content of our Supplier Code of Conduct.

To ensure that the Supplier Code of Conduct is being followed, Fertin reserves the right to conduct audits. These audits may be unannounced and also conducted by an independent third party. If the supplier fails to comply with the terms of this Supplier Code of Conduct, Fertin may terminate the business relationship, unless improvements are implemented within an agreed period.

Fertin Pharma A/S, 8th December 2020



**Peter Halling,**  
CEO



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Chairman