

Synthon Supplier Code of Conduct

Our suppliers

We believe that collaborating with each other as well as with customers, suppliers and scientific partners brings effectiveness and success. Trust and respect form the basis for our relationships. We will treat our suppliers with integrity and fairness, and we will honor agreements made. We select our suppliers based on quality, delivery, service, price, diversity, reputation, environmental and business practices.

In general, we expect you as our supplier to adhere to all applicable legal standards, laws and regulations, and specifically request your commitment with respect to the subjects below. All these subject are also part of the Synthon Code of Conduct and we expect our suppliers to live up to the same standards as we as Synthon live up to. We recommend you to take note of the Synthon Code of Conduct and Business Principles which you can find on our website.

Anti-bribery, Anticorruption and Fair Competition

Our suppliers will value ethical behavior and integrity and have a commitment to carry out their business in a fair, honest and transparent way. As such, they shall not bribe any public official or private person nor shall they accept any bribes, either directly or through an intermediary. Facilitation payments are strictly forbidden, and any gifts, hospitality and entertainment may never be offered with the intent of causing the recipient thereof to favor the supplier or Synthon in any way.

Business conducted by our suppliers must be carried out in a way that is consistent with fair and vigorous competition. Our suppliers will comply with applicable laws and regulations and industry standards related to anti-bribery and anticorruption and will not tolerate any breach or possible infringement of any Competition Laws and regulations in its business.

Financial Integrity

Our suppliers are committed to complying fully with all the applicable laws and regulations relating to combating money laundering and any activity which facilitates the funding of terrorist or other criminal enterprises. Any activity that might constitute, indicate or raise suspicions of money laundering will be reported to the relevant authorities.

Suppliers will keep timely, accurate and complete financial information and maintain effective controls over financial reporting to ensure a complete and accurate record of their financial transactions. 'Off-the-books' accounts and false entries in any of our books and records are prohibited.

Finally, suppliers fully cooperate with both internal and external auditors and comply with all relevant legislation concerning anti-corruption and anti-money laundering laws and IFRS regulations. Synthon will have the right to audit the financial reports if this is deemed necessary.

Anti-Slavery, Child Labor and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery is 'forced or compulsory labor' as defined in Article 2 of the International Labour Organisation Forced Labour Convention 1930 and/or 'trafficking in persons' as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Supplementing the United Nations Convention Against Transnational Organized crime (Palermo, 2000).

Suppliers shall be committed to upholding the human rights of workers, who must be treated with respect and dignity. Slavery and human trafficking are strictly prohibited as are any forms of forced labor. Furthermore, the workplace should be free of harassment and discrimination in every shape or form.

Fair Treatment, Diversity and Inclusion

Our suppliers will be committed to leveraging the diverse backgrounds, experiences and perspectives of their people to create high-performing teams and thus provide excellent service to Synthon, other customers and society at large. This means that there will be no discrimination against people based on their diversity, whether through culture (nationality, race, religion), gender, disability or giftedness, sexual orientation or age.

Environment, Health and Safety

Suppliers must comply with all the relevant environmental laws and regulations and all the required permits, licenses and restrictions must be obtained and kept in place. We aim to drive sustainability through our own operations and also expect our suppliers to implement environmental improvement opportunities.

Suppliers shall have processes and systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste. Disposal in its broadest sense will be minimized and controlled. Our Suppliers are expected to have processes in place in order to prevent accidental and diffusive spills and the use of all relevant resources must be optimized.