

1. Supplier Code of Conduct

1.1. The purpose of the Zealand Supplier Code of Conduct

Zealand aspires to deliver innovative medical solutions while striving for economic, social, and environmental sustainability. Our suppliers are business partners with expertise and capabilities that we use to enable improvements in efficiency, effectiveness, and business continuity which allows Zealand to deliver medical innovations to benefit our patients. We hold ourselves and our suppliers to the same high standards through this Supplier Code of Conduct.

Zealand appreciates that there will be differences in culture and the challenges associated with interpreting and applying these principles globally. It is understood that the methods for meeting these expectations may be different and must be consistent with the laws and regulations of the different societies in the world.

This Supplier Code of Conduct covers principles in business ethics and anti-corruption, human rights, fair labor and employment standards, health, safety, and environment, as well as general management systems.

1.2. Ethics

1.2.1. Anti-bribery, Kickbacks, Unlawful Payments, and other Corrupt Practices

Suppliers must not engage in any form of bribery, corruption, or unethical practices. They shall comply with all applicable anti-corruption laws and regulations. Suppliers shall not accept bribes or participate in other illegal inducements in business or government relationships.

1.2.2. Fair Competition and Antitrust

Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws. Suppliers shall employ fair business practices including accurate and truthful advertising.

1.2.3. Animal welfare

Animals shall be treated respectfully, with pain and stress minimized. Animal testing should be performed after consideration to replace animals, reduce the numbers of animals used or refine procedures to minimize distress. Alternatives should be used wherever scientifically valid and acceptable to regulators.

1.2.4. Privacy

Suppliers shall operate in a manner that is consistent with applicable data protection laws, including having sufficient privacy and security measures and safeguards in place to fulfill relevant laws and regulations regarding any personal information collected or otherwise processed by the Supplier on behalf of Zealand. Further Suppliers must comply with all laws and regulations regarding cross-border data transmissions Any Cross-border transfer of personal data to non-EU/EEA countries ("Third Countries") can only take place with the express prior consent of Zealand and must be governed by EUs Standard Contractual Clauses or take place in accordance with another valid legal basis under applicable data protection law.



1.3. Human rights and labor

1.3.1. Child labor and young workers

Suppliers shall not employ workers below the legal working age as defined by local laws and International Labor Organization (ILO) conventions.

1.3.2. Fair treatment and non-discrimination

Suppliers must not engage in any form of discrimination based on race, color, gender, religion, age, disability, sexual orientation, or any other protected status.

1.3.3. Wages, benefits, and working hours.

Suppliers shall comply with applicable laws and industry standards regarding working hours, overtime, and wages. Workers must receive fair compensation for their work.

1.3.4. Freedom of association and the right to collective bargaining

Suppliers should encourage open communication and engagement with workers and/or their representatives to resolve workplace and compensation issues. Suppliers shall respect the right of workers to associate freely, form and join labor unions, and bargain collectively in accordance with applicable laws.

1.4. Health and safety

1.4.1. Worker protection

Suppliers shall provide a safe and healthy working environment, including any Supplier-provided living quarters. Suppliers must comply with all applicable health and safety laws and regulations. Suppliers shall protect workers from overexposure to chemical, biological, physical hazards and physically demanding tasks and conditions.

1.4.2. Emergency preparedness and response

Suppliers shall have programs in place to prevent or mitigate releases of chemicals or other materials, including specific programs to prevent fires and explosions. Suppliers shall identify and assess emergency situations in the workplace and any company-provided living quarters.

Safety information relating to hazardous materials – including pharmaceutical compounds and pharmaceutical intermediate materials – shall be available to protect workers from potential hazards. Such safety information shall be available in written documents, such as Safety Data Sheets (SDS) in languages commonly used by the Supplier's workforce.

1.5. Environment

1.5.1. Environmental compliance

Suppliers shall operate in an environmentally responsible and resource-efficient manner. Suppliers are expected to conserve natural resources by sourcing material sustainably, to minimize the use of hazardous materials, to engage in activities that reuse and recycle as well as reduce greenhouse gas emissions.

Suppliers shall comply with all applicable environmental laws and regulations. All required environmental permits, licenses, information registrations, chemical registrations, and restrictions shall be obtained, and their operational and reporting requirements followed.



1.5.2. Waste and emissions

Suppliers shall ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any waste, wastewater, or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment. Systems shall be in place to prevent and mitigate accidental spills and releases to the environment.

1.5.3. Environmental Efficiency

Suppliers shall take measures to conserve energy, reduce water consumption in areas of water stress or scarcity and strive to measure and report its operational greenhouse gas emissions on a periodic basis.

1.6. Management systems

1.6.1. Commitment and accountability

Zealand will assess suppliers' compliance with this Supplier Code of Conduct. Suppliers may be asked to provide information and documentation to demonstrate compliance with this Supplier Code of Conduct. Any observations and discrepancies will be discussed with the Supplier to ensure compliance with this document, and the overall Supplier performance on these dimensions considered when selecting and awarding new or continuing engagements. Zealand also expects that Suppliers provide information as required for Zealand to comply with the EU Corporate Sustainability Reporting Directive.

1.6.2. Continuous improvement

Suppliers are expected to continuously improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews.

1.7. Conclusion:

By adhering to this Supplier Code of Conduct, it is Zealand's belief that we can work together to foster a sustainable and responsible supply chain. Zealand values its relationship with its suppliers and expects their commitment to these principles. Together, we can create a business environment that upholds the highest ethical standards and contributes to a better society.