

SUPPLIER CODE OF CONDUCT

Purpose

FrostPharma is committed to a policy for corporate social responsibility reflected in our Supplier Code of Conduct and our guidelines for responsible sourcing.

The aim of this Code of Conduct is to support the growth of a long-term responsible and profitable business together with our suppliers and partners.

General principles and scope of application

This Code of Conduct is based on the UN Global Compact and its ten principles on human rights, labor rights, climate and environment, and anti-corruption. It is aligned with the UN Guiding Principles for Business and Human Rights, the UN Children's and Business Principles, ILO Conventions, the UN Framework Convention on Climate Change, and the UN Convention against Corruption.

The Code of Conduct forms part of the cooperation contract with all suppliers and entities supplying goods and services to FrostPharma. It is the responsibility of the suppliers to ensure that they and their subcontractors adhere to the standards of this code.

Compliance and continuous improvement

Suppliers should ensure compliance with this Code of Conduct and must be open to dialogue and collaboration with FrostPharma in relation to principles stated in this Code of Conduct.

To ensure compliance with this Code of Conduct, FrostPharma expects suppliers to monitor the negative impact of their operations may have on human rights, labor rights, climate and environment, and anti-corruption.

Suppliers are expected to establish mitigating measures to reduce negative impact identified during their monitoring.

Suppliers should adopt policies covering human rights, labor rights, climate and environmental matters, and anti-corruption, and define due processes for each area.

Upon request from FrostPharma, suppliers should via documentation proof show compliance with the obligations set out in this Code of Conduct. Moreover, suppliers shall make reasonable efforts to ensure that agents and subcontractors comply with the requirements of this Code of Conduct.

Human Rights and Labor Rights

Suppliers to FrostPharma shall respect human rights and labor rights in all parts of their operations. They shall avoid causing and contributing to human rights and labor rights infringements throughout their value chain, including with their sub-suppliers or contractors.

Freely chosen employment

Suppliers must ensure that no forced, bonded, or involuntary labor is employed and involved in any activities under the cooperation with FrostPharma.

Suppliers shall not require workers to lodge identity papers or similar deposits with their employer. All workers shall be free to leave their employer after reasonable notice.

All workers with suppliers and their sub-suppliers must have a legal right to work and must be validated through review of original documentation.

Inhumane and degrading treatment

Suppliers should ensure that physical, verbal, sexual or psychological harassment, abuse, or threats, is prohibited in the workplace, including when determining and implementing disciplinary measures which may never be collectively imposed.

Privacy and an adequate standard of living

Suppliers should ensure respect for privacy and protection of family life, home, and correspondence of workers. This includes respecting free settlement, protection of family life and home, as well as ensuring an adequate standard of living and housing.

Child labor and young workers

Suppliers shall not employ or use children for labor in the value chain, or with sub-suppliers and contractors. To prevent child labor, robust age-verification mechanisms should be integrated into recruitment processes.

Suppliers should refrain from hiring young workers under the age of 18 to perform any type of work that is either prohibited for young workers by law or is likely to jeopardize their health and safety.

Non-discrimination and equal opportunities

Suppliers shall uphold the elimination of discrimination in respect of employment and occupation. Any employment-related decision shall be based on relevant and objective criteria, ensuring equal opportunities for all individuals regardless of distinguishing characteristics such as for example race, color, sex, language, religion, political opinion, national or social origin.

Just and favorable working conditions

Contracts and wages

All workers shall be provided with understandable and legally binding labor contracts or similar employment documentation as required by local legal standards.

FrostPharma's suppliers should ensure that wages and benefits paid for a standard working week meet national legal standards.

Working Hours

Suppliers should ensure that working hours comply with national laws, collective agreements, or other standards. This also applies to sub-suppliers and contractors performing under the FrostPharma cooperation, if any.

Health and safety

Suppliers should provide a safe and hygienic working environment and should take adequate steps to prevent accidents and injuries to health. This should be done by minimizing, so far as is reasonably practicable, the causes of hazards in the working environment.

All workers shall receive regular and recorded health and safety training, and the supplier shall provide its employees with the necessary protective equipment to perform their tasks safely.

Unions and collective bargaining

Suppliers must uphold the freedom of association and the effective recognition of the right to collective bargaining. Suppliers shall adopt an open attitude towards the activities of trade unions and their organizational activities.

Freedom of expression and access to information

Suppliers shall ensure respect for the freedom to express opinions and to access information relevant for running operations to the widest extent possible.

Environment and climate

On sites, suppliers shall assess the negative impacts of their operations, products, and services, based on continuous monitoring and regular reviews of consumption and discharge of natural resources, including consumption of energy, fuel, electricity, and water, and of greenhouse gas emissions.

Suppliers must be able to demonstrate that they comply with national laws on environmental protection and have all the relevant and valid permits, including permits for the consumption and disposal of water, waste, and chemicals.

Suppliers shall make continuous improvements in their environmental performance and actions towards climate change by undertaking initiatives to promote greater environmental responsibility and engage in environmentally friendly technologies.

Good business ethics

Suppliers shall conduct their business responsibly and refrain from corruption in all its forms, including extortion and bribery, unfair competition, or any type of fraudulent business practice.

Suppliers must be able to demonstrate that they comply with all relevant national legislation on these matters and ensure that employees whose positions carry a higher level of actual and potential risks of corruption are trained in anti-corruption standards.

Reporting and remediation

Suppliers shall have a transparent system in place for stakeholders to confidentially report and submit complaints on violation of any of the above-mentioned points. Submitting reports and complaints should be easily accessible and should be ensured without any fear of reprisals for the reporter or complainant.

If FrostPharma's suppliers identify practices or behavior in their own operations, or with sub-suppliers or contractors, causing or contributing to negative impacts, they should actively try to remedy the problem.

Notification of incidents

Suppliers shall notify FrostPharma of identified non-compliance with this Supplier Code of Conduct as soon as reasonably possible via the supplier's point of contact at FrostPharma.

Suppliers are expected to comply with this Supplier Code of Conduct and are subject to assessments to ensure adherence. If material non-compliance with this Supplier Code of Conduct is identified, and if supplier does not show any willingness or ability to mitigate or prevent the identified negative impact, FrostPharma reserves the right to dissolve the contract.

Danderyd, April 2025

Deltagare

FROSTPHARMA AB 556814-1708 Sverige

Signerat med E-signering

2025-04-29 12:01:09 UTC

Undertecknare

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