



Integrity for Biology

Supplier
Code of Conduct
27.09.2023

LiCONiC Supplier Code of Conduct

LiCONiC is committed, as stated in the Code of Conduct, to uphold high standards in all business activities, based on the official PSCI Principles for responsible Supply Chain Management concerning human rights, ethics, labor conditions, health and safety, environment, and associated management systems. Similarly, we expect our business partners to adhere to comparable standards in their conduct. These expectations are outlined below, and as a supplier, you are contractually obligated to comply with them.

The aim is to promote awareness of the PSCI Principles, which include the following points:

Compliance with Laws and Adherence to Generally Accepted Standards

As a supplier to LiCONiC

- We commit to strict compliance with all applicable laws and regulations, including anti-corruption provisions.
- We act in accordance with generally accepted principles and standards regarding social and environmental responsibility, as well as globally recognized human rights, including existing laws to prevent modern slavery.

Human Rights and Workers' Rights

As a supplier to LiCONiC:

- We offer jobs that adhere to international labor standards, especially the ILO core labor standards.
- We guarantee fair working conditions and avoid any form of unethical or illegal labor practices (such as harsh and inhumane treatment, sexual harassment, sexual abuse, physical punishment, mental or physical coercion or verbal abuse, any form of slavery, servitude, forced or compulsory labor).
- We reject child labor. The employment of young workers under 18 years of age is only allowed in non-hazardous activities and only if they exceed the legally required minimum age of the respective country or the age for completing compulsory education.
- We do not discriminate against employees based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political belief, union membership, or marital status. We take measures against any form of discrimination.
- We promote open communication and direct dialogue between employees and company management to address workplace issues and compensation matters.
- We ensure collective bargaining and ensure that employees receive written employment contracts in accordance with applicable local laws.
- We respect the right of employees to freely organize, form works councils, and join or refrain from joining unions. We refer to local laws.

- We encourage employees to communicate openly with company management about working conditions without fear of retaliation, intimidation, or harassment.
- We ensure that wages, working hours, leave entitlements, and absences of employees and external subcontractors comply with applicable law and contracts, and that the wages paid secure at least the subsistence minimum according to local cost of living.

Health and Safety

As a supplier to LiCONiC:

- We support a safe and healthy working environment for all employees and visitors through an OHS management system.
- We protect employees from excessive exposure to chemical, biological, and physical hazards, as well as physically demanding tasks in the workplace and in the living quarters provided for them.
- We have implemented systems to prevent unintended release of chemicals or to mitigate such releases in case of a critical event.
- We identify and assess emergency situations in the workplace and in the accommodations provided by the companies and minimize their impact through the implementation of emergency plans and response procedures.
- We provide individual safety information on hazardous substances, including pharmaceutical compounds and pharmaceutical intermediates, to educate, train, and protect employees.
- We ensure a safe and healthy working environment for all employees and visitors through an appropriate management system.
- We protect employees from excessive exposure to chemical, biological, and physical hazards, as well as from physically demanding tasks in the workplace and in any provided living quarters.
- We have implemented systems to prevent unintended release of chemicals or to mitigate such releases in case of a critical event.
- We identify and assess emergency situations and minimize their impact through the implementation of emergency plans and response procedures.
- We provide individual safety information on hazardous substances, including pharmaceutical compounds and pharmaceutical intermediates, to inform, educate, and protect employees.

Handling of Criticism and Concerns

As a supplier to LiCONiC:

- We encourage all employees to report concerns or indications of illegal activities in the workplace without fear of retaliation, intimidation, or harassment.
- We conduct investigations if necessary and take appropriate corrective actions.

Animal Welfare

As a supplier to LiCONiC:

- We commit to treating animals ethically and with respect, minimizing pain and stress.
- We adhere to applicable animal welfare laws and EU guidelines, as well as comparable ethical guidelines for research and development.
- We act in accordance with the 3 Rs (Replacement, Reduction, and Refinement).
- We review planned animal experiments for their necessity and minimize the use of experimental animals by seeking alternative methods, using alternatives wherever they are scientifically valid and accepted by regulatory authorities.

Data Protection

As a supplier to LiCONiC:

- We comply with data protection laws and resulting norms.
- We protect confidential information and use data and information only in accordance with applicable law and relevant policies.
- We ensure that the company's and employees' right to the protection of their data is upheld.

Environment

As a supplier to LiCONiC:

- We have environmental management systems in place to act environmentally friendly and efficiently, minimizing adverse effects on the environment, conserving natural resources, and avoiding the use of hazardous substances where possible.
- We comply with all applicable environmental regulations and meet all necessary environmental permits, licenses, and information registrations. Additionally, we have implemented systems to ensure safe handling, movement, and disposal of waste, air emissions, and wastewater discharges.
- We respect our local environment and strive to avoid or minimize negative impacts on it.

Material Compliance and Conflict Minerals

As a supplier to LiCONiC:

- We ensure that goods and materials supplied to LiCONiC were not obtained through illegal or unethical means.
- We confirm the implementation of due diligence measures for the responsible sourcing of minerals and compliance with relevant regulations.
- Upon request by LiCONiC, we provide our due diligence measures and associated results to exclude the possibility of supplying LiCONiC with such minerals.
- We ensure that goods and materials supplied to LiCONiC were neither obtained through illegal nor unethical means. We also confirm the implementation of due diligence measures for the responsible sourcing of minerals.
- We inform LiCONiC in case of production, purchase, or trade with regulated conflict minerals (tantalum, tin, tungsten, gold, or other minerals or their derivatives deemed to be conflict-financing) from the Democratic Republic of Congo (DRC) or its neighboring countries. Upon request, we are happy to provide our due diligence measures and associated results to demonstrate that the supply of such minerals is excluded.

Business Books and Records

As a supplier to LiCONiC:

- We maintain accurate and complete business books and records documenting all business transactions and expenses.
- We avoid situations where our own interests may conflict with the business interests of LiCONiC.
- We inform LiCONiC of any known conflicts of interest, including cases where an employee of LiCONiC is financially invested in our company or is otherwise associated with our company.

Prevention of Bribery and Corruption

As a supplier to LiCONiC:

- We do not engage in bribery, corruption, or embezzlement and ensure that business decisions are not influenced by inappropriate or illegal benefits such as cash, gifts, travel, or other material or immaterial goods.
- We do not offer LiCONiC employees invitations, gifts, or other valuable items or any other benefits with the aim of influencing them.
- We promptly inform LiCONiC of any demands or pressure, whether from public officials or other parties, aimed directly or indirectly at offering bribes to exert influence or gain an unfair advantage.

Protection of Assets and Information

As a supplier to LiCONiC:

- We contribute to protecting LiCONiC's assets from theft, misuse, and waste.
- We implement appropriate security measures to safeguard and treat confidential data and information from LiCONiC.

Antitrust Law, Economic and Trade Sanctions, and Fair Competition

As a supplier to LiCONiC:

- We do not engage in activities that could be considered anti-competitive, abusive, or unfair, and always act in compliance with applicable antitrust and competition laws and regulations.
- We practice fair business procedures, including honest and truthful advertising.
- We comply with all laws and regulations related to the export and import of goods, products, and services, particularly regarding economic and trade-related sanctions.

Insider Trading

As a supplier to LiCONiC:

- We avoid insider trading by refraining from buying or selling securities of LiCONiC or any other company while in possession of non-public insider information about LiCONiC that could affect an investor's decision to buy or sell securities..

Management Systems

As a supplier to LiCONiC

- We use an appropriate management system to meet the requirements of this Code of Conduct.
- We provide adequate resources to implement the principles described in this Code of Conduct.
- We have established effective risk management systems to identify and control the risks described in this document.
- We maintain appropriate records to comply with applicable laws and regulations and to document the measures outlined in this Code of Conduct.
- We have a training program to ensure that executives and employees have sufficient knowledge, skills, and qualifications to meet the expectations outlined in this document.
- We strive for continuous improvement, setting goals, implementing appropriate action plans, and taking necessary corrective measures for identified deficiencies identified through internal or external assessments, inspections, and management reviews.

Erwartungen an unsere eigenen Lieferanten

As a supplier to LiCONiC, we require our suppliers to follow the above-mentioned principles and implement this Code of Conduct in our existing business relationships.