

This policy aims to inform employees, clients, suppliers and other stakeholders of the international human rights, labour standards and corporate social responsibility (CSR) which are to be upheld in the direct business operations and supply chain of Medartis AG and subsidiaries (hereinafter «Medartis»). Corporate Compliance is superordinated of this policy.

Medartis does not tolerate the neglect and exploitation of the workforce within the company and through their supply chain. The Company complies with local labour laws and regulations relevant to the areas in which Medartis or its suppliers operate, and with established ethical labour standards. The ethical labour standards are in line with the ETI Base Code and include the following:

- Employment is freely chosen and regular employment is provided
- Freedom of association and the right to collective bargaining are respected
- working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- No harsh or inhumane treatment is allowed

In addition, Medartis commits to complying with internationally recognised human rights and labour standards as set out in the International Declaration of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights) and the ILO Declaration on Fundamental Principles and Rights at Work. Where local or national laws conflict with international standards, Medartis will seek to respect internationally recognised human rights and labour standards while complying with local or national laws.

Medartis works on the continuous improvement of environmental, occupational health and safety protection and commits to provide sufficient resources for the implementation, administration and review.

This policy is reviewed annually to ensure alignment with environmental, occupational health and safety protection and legal as well as other requirements. In addition, this policy will be made available publicly for both internal and external stakeholders of Medartis.

The following principles are practised to adhere to CSR:

Compliance with the law and fair conduct of business:

All Medartis employees must comply with all laws and regulations applicable to their working environment including the adherence with all respective internal instructions and guidelines, employee regulations and corporate compliance.

However, responsible action is not only based on laws and regulations, but also on one's own conscience and the standards defined in these guidelines.

Dealing with customers, suppliers and employees

Relationships with customers, suppliers and employees are based on mutual respect, fairness and trust. Medartis strives for a reliable long-term relationship.

Medartis cultivates fair and open communication in mutual dealings and expect the same from the business partners.

Employees and leadership culture

Employees are at the core of corporate success. Their respective professional and social competencies, commitment, enthusiasm and creativity are all crucial for achieving the common goals.

All employees are expected to uphold high commitment, friendliness, fairness and respect towards each other and superiors, clients, suppliers and other stakeholders of Medartis.

Discrimination

Medartis uses its international orientation to emphasize the appreciation from all cultures, races and experiences. Employees have the right to be treated equally and to work in an environment that is free of discrimination and/or racism. Medartis achieves this by respecting the rights of others. Medartis does not discriminate against anyone on the basis of gender, sexuality, religion, skin colour, age or illness/disability, and give everyone the opportunity to contribute their best abilities wherever possible.

Sexual harassment, bullying and other forms of abuse of ethical principles are violations of ethical integrity and will not be tolerated.

Bribery, corruption and donations

Medartis does not tolerate any form of bribery or other illegal granting of advantages. Contraventions will be avenged and can be prosecuted criminally.

Medartis is committed to its social obligations and may support this through donations. However, care is always taken to ensure that this has no influence on their business relationships and on the recipient's purchase decisions.

Business courtesies are accepted up to a small amount, provided that this corresponds to the everyday business customs, and, only if these do not have influence on the decision of the business relation. In case of doubt, the approval of the superior must be obtained.

Handling of information and data

In particular, all managers and employees of Medartis and business partners are to treat information and data as strictly confidential, even if neither expressly agreed to confidentiality.

Ensuring compliance with social responsibility – Guidelines

It is the responsibility of managers to ensure that their employees are aware of Medartis' policy on social responsibility and to implement this on the operational level of their daily business.

Contact the respective manager for any questions and/ or comments.

In addition, it is possible to contact the ETHICS address of Medartis.

This email may also be used by external stakeholders:

Email: ethics@medartis.com

or via Medartis Homepage «Corporate Compliance»