



Code of Conduct

for Suppliers and Service Providers of Bausch+Ströbel SE + Co. KG

Preliminary

BAUSCH+STRÖBEL is one of the world's leading suppliers of packaging and filling machines for the pharmaceutical industry.

Our corporate philosophy has always been respectful, fair and frank interaction with our customers, business partners and employees. As a family business with entrepreneurial foresight, responsible and legally compliant action by the management and employees determines the cooperation both within the company and in external relationships with our business partners.

The present Code of Conduct defines the requirements and expectations of BAUSCH+STRÖBEL which must be considered and complied with by our suppliers and service providers (hereinafter referred to as "business partners").

The business partners undertake to instruct their employees as to the minimum standards set out hereinafter and ensure compliance therewith not only within their operational activities but also when selecting their suppliers.

The requirements set out hereinafter may be adjusted or amended due to new legal regulations or changes of the Compliance Policies of BAUSCH+STRÖBEL. In these cases, the parties concerned thereby will be informed.

Scope of application

The BAUSCH+STRÖBEL Code of Conduct for business partners is based on the principles of internationally recognized standards for responsible corporate governance. We expect our business partners as well as their employees, affiliates, agents and subcontractors to respect and comply with the following standards when doing business with, for or in relation to BAUSCH+STRÖBEL. It is the responsibility of the business partners to implement appropriate processes to ensure compliance with these regulations as well as to promote compliance within their own supply chain.

We thank all business partners who join us in promoting responsible and ethical behavior.

1. Business integrity

Compliance with the laws

Our business partners must observe and comply with the applicable laws and regulations.

Free competition and compliance with antitrust regulations

For the purpose of fair and free competition, only serious and recognized business practices may be applied including, without limitation, compliance with the applicable antitrust and unfair competition regulations.

Bribery, acceptance of gifts and corruption

All international standards and national anti-corruption laws must be complied with. Any offering, promising or accepting of personal or impermissible advantages for the purpose of business initiation or for influencing business decisions is forbidden. Acceptance of gifts and other privileges is only permitted if it is in line with the applicable law and common business practice and ethically acceptable.

Possible conflicts of interest must be disclosed to BAUSCH+STRÖBEL immediately.

Prevention of money laundering and fighting of terrorist financing

The business partner must comply with the applicable laws and regulations for preventing money laundering and fighting terrorist financing. The implementation of reasonable mechanisms for legally compliant reporting and financial recording in accordance with the statutory provisions is required as a mandatory prerequisite.

Data protection and IT safety

The principles and requirements of data protection under the GDPR as well as the applicable data protection laws must be complied with in processing personal data, and the BAUSCH+STRÖBEL Corporate Data Protection Policy (the respective current version is available at www.bausch-stroebel.com/en/privacy-policy) must be observed. The business partner must

implement appropriate processes to ensure compliance with the statutory requirements. Appropriate technical and organisational measures must be implemented to ensure data security and confidentiality in data processing at all times.

Supply chain diligence, material compliance and conflict minerals

The business partner must use reasonable endeavours to ensure that human rights, fair working conditions as well as environmental standards are observed and ensured within the business partner's supply chain. BAUSCH+STRÖBEL encourages the business partners to minimize the social and environmental impacts within their supply chain.

The requirements under the applicable laws and standards regarding REACH, RoHs and conflict minerals must be implemented. It must be ensured that goods and materials supplied to Bausch+Ströbel were not procured illegally or unethically.

The implementation of measures to ensure reasonable duty of care with respect to the responsible procurement of goods and materials must be confirmed by the business partner to BAUSCH+STRÖBEL upon request to ensure compliance with the relevant regulations.

2. Reasonable working conditions and social standards

Equal treatment and non-discrimination

BAUSCH+STRÖBEL does not tolerate any form of discrimination, in particular on the basis of gender, ethnicity, religion, age, disability, sexual orientation, national origin, world view or other legally protected characteristics. An inclusive working environment and equal opportunities are to be promoted.

We also expect this from our business partners.

Prohibition of forced labour and child labour

Our business partners do not tolerate – neither directly nor with respect to their own subcontractors or suppliers – forced labour, slavery or child labour. The employment of adolescents must be implemented in conformity with the ILO conventions as minimum standards.

Formation of employees' representations and working conditions

The right of all employees to form employees' representations and the right to appropriate remuneration of all employees must be respected in compliance with the applicable statutory provisions. The business partner must observe the legally prescribed maximum working hours as well as binding industry standards regarding regulated working hours, overtime, breaks, rest periods and holiday regulations.

Health and safety

The business partner must comply with the minimum legal requirements under the applicable occupational health and safety regulations and takes reasonable precautions to minimize the risk of accidents or damage to health at workplaces.

Product safety

We expect our business partners to comply with all applicable product safety regulations and requirements, including, without limitation, the legal regulations for the safety and labelling of products and the use of hazardous substances and materials. When handling hazardous substances and materials, their safe handling, movement, storage, use and disposal must be ensured.

3. Ecological standards

Environmental protection and sustainability

The requirements under the applicable environmental laws and standards on sustainability must be implemented. BAUSCH+STRÖBEL encourages its business partners to contribute to the achievement of climate protection goals within their sphere of control. Upon request, BAUSCH+STRÖBEL will be provided with relevant data on environmental protection and sustainability. In addition, business partners are expected to support BAUSCH+STRÖBEL's sustainability goals.

Negative impacts on the environment must be reduced to a minimum as a matter of principle. Measures to reduce the use of resources and to improve resource efficiency must be implemented. Resources must be used sparingly. We expect our business partners to strive to minimize the adverse effects of their activities, products and services.

The development and dissemination of environmentally friendly and sustainable technologies, products and working environments must be consistently promoted.

4. Implementation

The business partner must inform BAUSCH+STRÖBEL of any contravention of this Code of Conduct and must immediately discontinue the contravention.

In the event of a suspected contravention of this Code of Conduct, the business partners and employees are expected to immediately report this to the compliance officer of BAUSCH+STRÖBEL, either directly by email to compliance@bausch-stroebel.de or via the internal whistleblower system of BAUSCH+STRÖBEL (<https://bausch-stroebel.integrityline.app>).

The business partner must enable BAUSCH+STRÖBEL or an authorized third party to supervise compliance with the requirements of this Code of Conduct by appropriate measures such as the inspection of reasonable documentation to be provided by the business partner or, if required, also by on-site inspection of the business partner's premises, and the business partner must cooperate and assist in any such inspections.

In case of repeated non-compliance with, or serious contravention of, this Code of Conduct, BAUSCH+STRÖBEL reserves the right to terminate the existing contracts with the relevant business partner early and to discontinue their business relationship.

As amended on December 22, 2023

