

Supplier Code of Conduct

Bioengineering AG is dedicated to upholding the highest standards of ethical conduct, social responsibility, and environmental sustainability across our entire supply chain. This Supplier Code of Conduct outlines our expectations for suppliers, who are required to uphold these standards in all business practices. By adhering to this Code, suppliers support Bioengineering AG's mission to operate responsibly and sustainably.

1. Ethics

1.1 Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards in the countries in which they operate. This includes, but is not limited to, compliance with trade controls, anti-corruption laws, and data protection standards. Suppliers are expected to maintain accurate and transparent records of all business activities and transactions.

1.2 Fair Business Practices

Suppliers shall conduct their business in a fair, ethical, and honest manner. This involves:

- **Anti-Corruption Measures:** Suppliers must not engage in bribery, corruption, extortion, or any form of unethical influence. Any form of bribery, whether direct or indirect, including offering or accepting gifts to influence business decisions, is strictly prohibited.
- **Conflicts of Interest:** We expect our Suppliers to make their decisions solely on the basis of objective criteria and not allow themselves to be influenced by financial or personal interests or relationships, so that no conflict of interests arises between them and Bioengineering employees.
- **Transparent Communication:** Suppliers should communicate openly and transparently with Bioengineering AG. This includes providing truthful information about their business practices, products, and sourcing origins.

1.3 Confidentiality and Intellectual Property

Suppliers must respect and protect intellectual property rights, proprietary information, and any confidential information shared by Bioengineering AG. This includes refraining from unauthorized sharing of information and using confidential data solely for the purpose for which it was provided.

2. Human Rights and Labour

2.1 Commitment to Human Rights

Suppliers shall respect and uphold the human rights of all workers, ensuring they are treated with dignity and respect, as defined by international human rights standards. Suppliers must avoid any involvement in human rights abuses, including complicity in abuses committed by other entities within the supply chain.

2.2 Non-Discrimination

Suppliers shall provide equal opportunities for all employees and avoid any form of discrimination in hiring, compensation, promotion, or other aspects of employment. Decisions must be made without regard to race, gender, age, nationality, religion, disability, sexual orientation, or other legally protected characteristics.

2.3 No Forced or Child Labor

Suppliers must ensure that all labour is voluntary and that workers are free to terminate their employment. Child labour, as defined by the International Labour Organization (ILO), is strictly prohibited. Suppliers should implement procedures to verify the age of employees to prevent underage labour.

2.4 Working Hours and Wages

Suppliers shall comply with local laws regarding working hours, overtime, and rest days. Suppliers are expected to compensate workers fairly, providing at least the minimum wage or the prevailing industry standard, whichever is higher. Workers should also receive timely payment of wages and benefits, along with appropriate documentation outlining payment terms and deductions.

2.5 Freedom of Association

Suppliers shall respect the right of employees to freely associate, form, and join unions or other labour organizations of their choice. Where collective bargaining is permitted, suppliers should engage in good faith with employee representatives to address labour concerns.

3. Health and Safety

3.1 Safe Work Environment

Suppliers are required to provide a safe and healthy working environment. This includes identifying potential hazards and implementing effective safety management systems to prevent workplace accidents, injuries, and illnesses.

3.2 Emergency Preparedness

Suppliers must establish and maintain emergency plans and procedures that cover potential scenarios, such as fires, natural disasters, and other crises. Emergency exits should be clearly marked, accessible, and well-lit, with regular drills conducted to ensure all personnel are prepared.

3.3 Health and Hygiene Standards

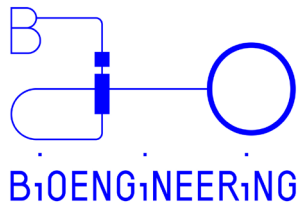
Suppliers must maintain clean, safe, and sanitary facilities. This includes providing access to potable water, sufficient lighting, and ventilation systems to promote a healthy environment. Employees should be supplied with any necessary personal protective equipment (PPE), and suppliers must ensure that safety guidelines are clearly communicated and enforced.

3.4 Occupational Health

Suppliers are encouraged to offer regular health assessments, particularly for workers involved in roles with potential health risks. Suppliers should take measures to limit exposure to hazardous substances and ensure that handling, storage, and disposal of materials are conducted safely.

3.5 Living Conditions

If suppliers provide housing or living quarters for employees, these facilities must be safe, clean, and meet local housing standards. This includes providing access to basic amenities, such as water, sanitation, and adequate heating or cooling, to ensure that employees live in conditions that promote well-being.



4. Environment

4.1 Sustainable Sourcing

Suppliers are expected to source materials responsibly and sustainably, with consideration for environmental impact. When possible, suppliers should choose materials from sustainable sources, such as certified sustainable forestry or recycled materials.

4.2 Minimization of Hazardous Materials

Suppliers must minimize their use of hazardous substances and ensure proper handling, storage, and disposal practices to reduce environmental and human health risks. Suppliers are encouraged to substitute hazardous materials with safer alternatives when feasible.

4.3 Resource Efficiency and Waste Reduction

Suppliers should implement practices that promote efficient resource usage, including water and energy conservation, waste minimization, and recycling initiatives. Suppliers are encouraged to reduce waste production by implementing reusability or recycling processes and aim for waste-to-landfill reductions.

4.4 Climate Action and Greenhouse Gas Reduction

Suppliers should actively work to reduce their greenhouse gas emissions. This can include energy efficiency measures, renewable energy sources, or other initiatives that contribute to lowering their carbon footprint. Bioengineering AG supports suppliers who set measurable targets to track and reduce emissions.

4.5 Environmental Management Systems

Suppliers are encouraged to implement environmental management systems, such as ISO 14001, to structure and improve environmental practices. These systems should enable suppliers to set goals, monitor their environmental impact, and make improvements as needed.

5. Management Systems

5.1 Compliance Monitoring

Suppliers must have systems in place to monitor compliance with this Code and relevant laws. Suppliers should have processes to evaluate, document, and report their adherence to these standards, ensuring that their practices align with legal and contractual obligations.

5.2 Record Keeping and Documentation

Suppliers should maintain accurate records to demonstrate compliance with the Code of Conduct. This documentation should be readily available for review by Bioengineering AG upon request.

5.3 Training and Development

Suppliers are encouraged to provide training for employees and managers on the principles outlined in this Code, including ethics, human rights, health and safety, and environmental responsibility. This helps to foster a workplace culture that prioritizes ethical and responsible behaviour.

5.4 Continuous Improvement

Suppliers should strive for continual improvement in all areas outlined by this Code of Conduct. This includes identifying risks, setting goals, and taking corrective action when necessary. Bioengineering AG values partnerships with suppliers who are committed to innovation and the development of sustainable practices.

Bioengineering AG reserves the right to conduct assessments and audits to verify compliance with this Supplier Code of Conduct. Suppliers found to be in violation may be required to implement corrective actions. Repeated or serious violations may result in the termination of the business relationship. Bioengineering AG thanks its suppliers for their commitment to fostering a responsible, ethical, and sustainable supply chain.