



Supplier Code of Conduct

A privilege and a responsibility



Introduction

At Alliance we pride ourselves on delivering clinically valuable healthcare products to consumers and patients around the world. We see this as both a privilege and a responsibility and in recognition of this, we strive to maintain the highest standards of professional and ethical conduct. We recognise that our suppliers are an integral part of our business – a partnership which we value and rely upon, and with whom we expect to recognise and share the same values and standards.

Our culture is founded on our core PRAISE Values: Performance, Realism, Accountability, Integrity, Skill and Entrepreneurship and these values inform both how we operate as a Group and how we engage with the outside world. At the heart of our Supplier Code of Conduct (“Code of Conduct”) is the belief that Alliance and its suppliers should not only comply with laws and regulations, but that our collective actions should reflect good corporate citizenship.

“We believe that Alliance and its suppliers should not only comply with laws and regulations, but that our collective actions should reflect good corporate citizenship.”

Nick Sedgwick
Chief Executive Officer

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Setting the standard



Suppliers are expected to adopt this Code of Conduct or develop their own proportionally equivalent policies.

This Code of Conduct sets out the global standards expected of our suppliers in the conduct of their business, assists us with evaluating and selecting our suppliers and supports our suppliers in understanding and upholding our expectations.

For the purposes of this Code of Conduct, the term “Supplier(s)” includes all external contracting parties providing goods and/or services to Alliance and includes our distributors.

Our suppliers are expected to adopt this Code of Conduct or develop their own proportionally equivalent policies or guidelines that address the ethical business standards set out below.

Alliance expects all suppliers to:

- › Understand and comply with this Code of Conduct or their own equivalent policies or guidelines and maintain documentation to demonstrate such conformance.
- › Operate in compliance with all applicable laws, regulations, guidelines and industry codes.
- › Conduct their business ethically and with integrity.

- › Support and respect human and labour rights.
- › Promote health and safety in the workplace.
- › Operate in a sustainable and environmentally responsible manner.
- › Immediately report to Alliance any gaps in compliance with this Code of Conduct.
- › Allow Alliance or an authorised delegate to conduct necessary audits related to the content of this Code of Conduct.
- › Communicate these requirements to their own suppliers and monitor compliance as far as is practical.

Alliance is aware that differences in cultures and laws create challenges in applying this Code of Conduct globally. This Code of Conduct sets out the ethical goals of Alliance, however suppliers must recognise that applicable law is not replaced by this Code of Conduct and suppliers are expected to always operate in compliance with all applicable laws, rules and regulations.

Doing the right thing



Suppliers shall conduct their business ethically and with integrity.

Business Integrity

Alliance operates a zero-tolerance policy to all extortion, bribery, corruption, money laundering and embezzlement and suppliers are expected to comply with all relevant anti-corruption laws and regulations. Suppliers shall not offer, pay, solicit or accept bribes in any form or participate in any other illegal inducements. Suppliers shall implement robust fraud prevention systems and shall prepare and maintain financial records for all matters related to their business with Alliance. Suppliers will comply with our Anti-Bribery and Corruption Policy, found here (or develop their own proportionally equivalent policy): [Anti-Bribery and Corruption Policy](#).

Fair Competition

Suppliers must abide by all applicable global competition and anti-trust laws and regulations and adopt fair business practices, including accurate and truthful advertising.

Trade Compliance

Suppliers must comply with all applicable import and export controls, regulations and sanctions.

Identification of Concerns

Suppliers shall encourage workers to report concerns in the workplace without threat of reprisal or intimidation.

Privacy and Confidentiality

Suppliers shall comply with all applicable data protection laws and shall at all times protect the personal data of customers, employees and suppliers against accidental, unauthorised or unlawful loss, destruction, alteration, disclosure, use or access. Suppliers shall protect Alliance's confidential information and shall ensure that they have appropriate safeguards in place to protect personal data and confidential information.

Clinical Trials

When engaging clinical trials, Suppliers shall ensure that they are conducted in accordance with the global standards of Good Clinical Practices, applicable law and such engagement shall follow the principles set out in this Code of Conduct. Suppliers must have the up most regard for the health and safety of all participants.

Conflict of Interest

Suppliers must avoid conflicts of interest with their business suppliers and Alliance. If a supplier becomes aware of a conflict of interest with Alliance, the supplier will disclose this to Alliance.

Business Controls

Suppliers shall maintain effective business controls and accurate reporting and maintain accurate and complete records in compliance with international accounting standards.

Being ethical and inclusive



Suppliers shall always support and respect human and labour rights.

Freely Chosen Employment and Child Labour

Suppliers shall not use child, compulsory, forced or bonded labour or any other form of slavery or servitude. Suppliers should work diligently to ensure that their supply chain does not use such practices by ensuring responsible procurement processes, sufficient PQQs and continuous monitoring. Suppliers are encouraged to communicate with Alliance so we can overcome potential incidents collaboratively.

Workers under the age of 18 shall only be employed for non-hazardous work and then only where the requirements set out under the International Labour Organization Convention 138 Concerning Minimum Age have been complied with by applicable member state including ensuring that the relevant person is either (i) above the legal age for employment or (ii) above the age established for completing compulsory education, in the applicable territory.

Suppliers should have effectively implemented policies in line with Alliance's agenda. For more information on how Alliance mandate this requirement please see [Alliance's Speak Up Policy](#).

Non-Discrimination and Fair Treatment

Suppliers shall treat others fairly and with respect and without discrimination for reasons such as race, gender, nationality, religion, sexual orientation, disability or age. Suppliers shall ensure that their workplace is free from any form of harsh and inhumane treatment and instead promotes diversity and inclusion. Suppliers should consider suitable employee wellbeing activities and the recruitment process to assist in achieving a fair and inclusive workplace.

Modern Slavery

Modern slavery involves exploiting individuals for personal or commercial gain, resulting in loss of freedom. This includes but is not limited to human trafficking, forced labour and bonded labour. Modern slavery is incompatible with our ethical principles and suppliers should therefore have in place a strategy, proportionate to their size, which aims to prevent, address and mitigate the risks of modern slavery and adapts to tackle any evolving trends.

Suppliers are encouraged to be transparent with Alliance about actual or potential incidents of modern slavery and to seek Assistance from Alliance with investigation, safeguarding and remediation, where required.

Being ethical and inclusive



Suppliers shall always support and respect human and labour rights.

Freedom of Association

Suppliers shall uphold and promote the rights of workers, as set forth in local laws and uphold freedom of association and the effective recognition of the right to collective bargaining, free from interference, discrimination, retaliation or harassment.

Decent Working Conditions

Suppliers should provide workers with appropriate working conditions by promoting health, safety and wellbeing in the workplace in addition to satisfying the requirements regarding working hours, wages, benefits and diversity and inclusion.

Wages, Benefits and Working Hours

Suppliers shall pay workers at in a correct and timely manner and in accordance with applicable wage laws. Suppliers should aim to ensure workers receive pay without deductions, other than those permitted by law. In addition, suppliers should strive to offer appropriate employee benefits.

To ensure working hours are not excessive, suppliers should comply with national laws and collective agreements (such as the ETI Base Code), ensure all overtime is voluntary and ensure all working hours, including overtime are defined by contract.

Ensuring a safe workplace



Suppliers shall promote health and safety in the workplace.

Emergency Preparedness and Process Safety

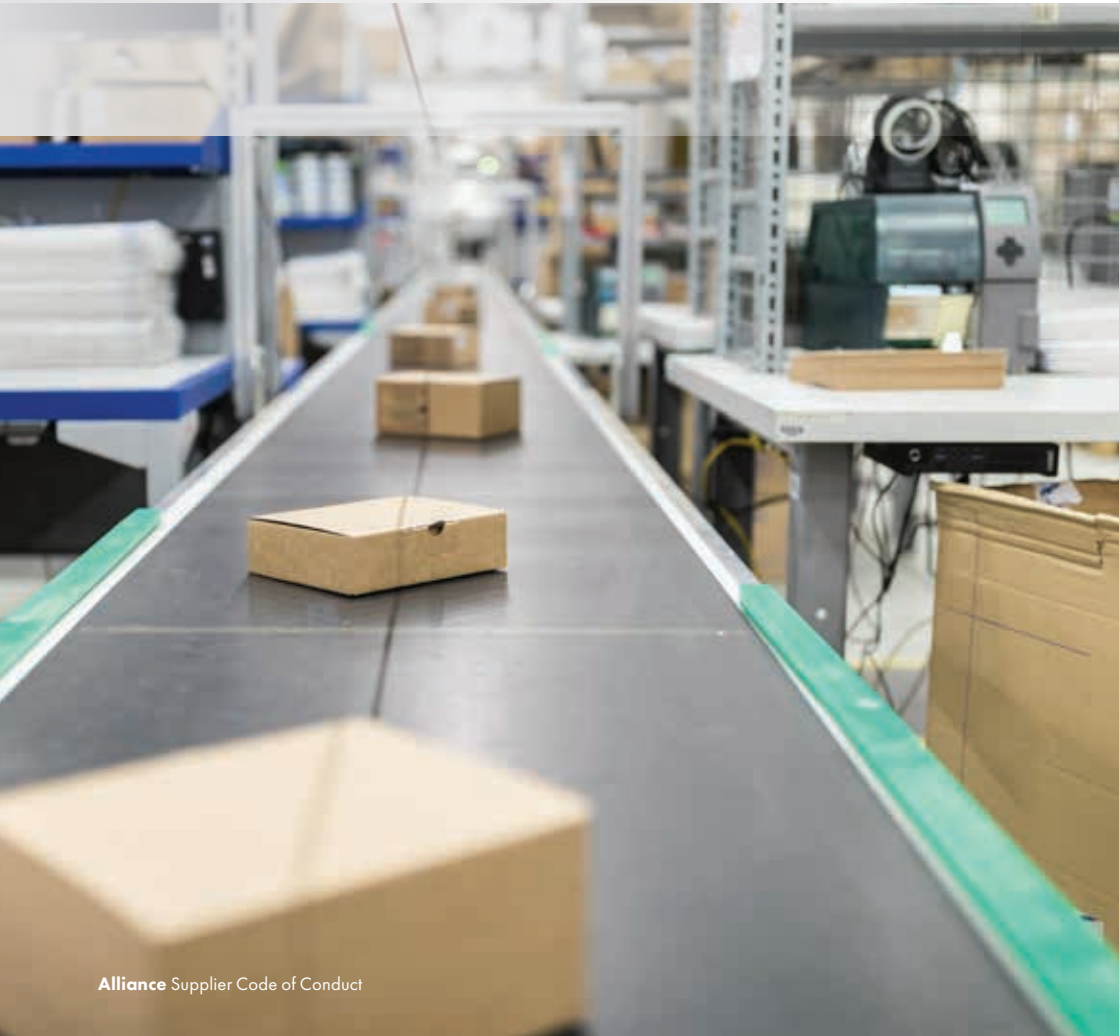
Suppliers shall periodically carry out appropriate risk assessments in the workplace and shall mitigate risks identified and implement appropriate emergency response plans. Suppliers shall implement programmes to prevent or mitigate against catastrophic events, including releases of chemicals.

Worker Protection and Hazard Information

Suppliers shall implement programmes to protect workers and prevent or control employee exposure to workplace hazards including chemical, biological, and physical hazards and physically demanding tasks.

To protect workers from hazards, safety information and training shall be provided to workers. All programmes and training shall be periodically evaluated and where necessary updated to ensure they remain appropriate.

Acting responsibly



Suppliers shall operate in a sustainable and environmentally responsible manner.

Environmental laws and regulations

Suppliers will have a good awareness of and maintain robust processes and procedures to ensure compliance with all applicable environmental laws, regulations and codes of practice. All required environmental permits, licences and registrations shall be obtained, maintained and complied with.

Waste, Emissions, Spills and Releases

Suppliers shall ensure that they have systems in place to manage waste and emissions and wastewater discharges in a safe manner.

Suppliers shall work to prevent and mitigate against spills and releases into the environment.

Resources and De-Carbonization

Suppliers shall work to improve their efficiency and reduce consumption of natural resources and minimise CO₂ emissions.

ESG disclosure

Suppliers shall make reasonable efforts towards transparency and disclosure of ESG related data and shall endeavour to share such information with Alliance.

Complying with the code of conduct



Suppliers shall have processes in place to facilitate continuous improvement, business continuity and compliance with this Code of Conduct.

Risk Management and Business Continuity

Suppliers shall have systems in place to determine and control the risks identified in this Code of Conduct, including business continuity risk management plans and operational continuity plans.

Training

Suppliers shall provide training to management and workers to ensure awareness of this Code of Conduct and applicable laws, regulations, and recognised standards.

Continuous Improvement

Suppliers are expected to demonstrate continuous improvements, set performance objectives, and take necessary corrective actions for any deficiencies identified by internal or external inspections and assessments.

Reporting concerns to Alliance

We encourage a culture of openness and accountability at Alliance and encourage our employees and suppliers to report any concerns they have, including concerns regarding violations of the Code of Conduct, to Alliance in line with our Speak Up Policy, found here: [Speak Up Policy](#). Suppliers can get in touch by:

- › talking to their usual point of contact at Alliance, or
- › contacting Safecall who are an external reporting tool, independent of Alliance, using the below Safecall links:

Telephone number lists:

www.safecall.co.uk/freephone

File a report online:

www.safecall.co.uk/report