

PURCHASING POLICY

1. Background

The Unither Group's Purchasing Policy is fully in line with the Group's Corporate Social Responsibility (CSR) policy and expresses the Group's commitments in the deployment of its Responsible Purchasing strategy and its expectations regarding its suppliers and subcontractors.

It demonstrates Unither Group's long-term commitment to the relationship with its suppliers and subcontractors. A relationship, profitable to both parties, based on criteria of social responsibility, quality, cost, lead time and innovation thus allowing a better control of risks and a regular and lasting optimization of the performance of its suppliers and sub-contractors.

2. Goal

Our vision is to provide affordable, innovative and easy-to-use health products to simplify the live of patients all around the world.

Our mission is to bring **innovative**, **competitive** and **sustainable** solutions to our clients in the pharmaceutical industry.

To do so, we combine our extensive know-how in drug administration technologies and filling and finishing operations, to our growing understanding of patient needs and to our experience in product development and process implementation.

Deep and long-lasting relationships with our suppliers and subcontractors, as well as their involvement, are essential to the success of our mission and to the deployment of our Responsible Sourcing strategy.

3. Our values

In our daily lives and work, we strive to embody our core values of **innovation**, **respect**, **responsibility**, **courage** and **trust**.



Adherence to our core values, including by our suppliers and subcontractors, ensures an ethic of collaboration. All Unither Group employees act in accordance with our Code of Conduct, reflecting these values. We ask our partners, as mentioned in our supply agreements, to respect it as well.



4. The Unither Group Responsible Purchasing Strategy

The goal of the Unither Group Purchasing department is to work with **Predictable, Competitive and Innovative** sources to support the Group's growth and contribute to value creation.

- **Predictable**

For the Unither Group, this means sustainable and reliable partners that the Group can and will continue to count on over time.

Sustainable and reliable partners are partners who are transparent about their corporate strategy, their vision, their structure, their growth, their costs, their developments, their willingness to deploy internationally and to support us in our projects.

Partners with whom the Unither Group is eager to engage and with whom it signs and will continue to sign supply agreements for up to 5 years or more.

The Unither Group commits to a fair selection and nomination process for suppliers and subcontractors during tenders, and therefore asks its suppliers and subcontractors as much transparency as possible when submitting their offers, but also a solid financial health and a CSR commitment that can be measured based on survey or with tool deployed by the Group.

- **Competitive**

The Unither Group is firmly committed to facing competition in its market, always in a highly ethical manner and in compliance with national regulations. Competitiveness is one of the keys to our vision and mission and ensures the Group's profitable growth.

Unither Group's partners, who know how to adapt and optimize their costs and processes and thus always remain the most competitive, benefit from our growth year after year.

But for the Unither Group, competitiveness is not just about cost.

For the Unither Group, quality is essential and its respect is indisputable.

Compliance, of the purchased products or services, with the quality requirements of the Unither Group and the regulatory standards in force, also contributes to the final competitiveness of suppliers and subcontractors.

Just as timely deliveries with correct quantities positively impact the total competitiveness of suppliers and subcontractors.

Finally, having capable, close to our production plants, willing to support us in our international deployment suppliers and subcontractors also contributes to their competitiveness.

- **Innovative**

Innovation is one of the Unither Group's 5 core values. We want to bring new drug and new ways of administration that improves the lives of patients.



We expect our partners to actively participate in this goal by being source of proposals through our daily relationships. Innovation is also a way to remain competitive.

We expect proposals from them of innovations/improvements/changes on products/processes/materials or on new production techniques that will allow us jointly to position ourselves on the market with a plus for our customers and the patient.

As part of its CSR commitment, the Unither Group actively seeks to reduce its environmental footprint, both in terms of reducing its energy consumption, as well as reducing waste, optimizing natural resources, or reducing its emissions (CO₂, effluents, etc.) and expects its suppliers to help it in this process, through innovative products or services.

Some suppliers, selected by the Unither Group, may be invited to come and present to the Innovation & Developments teams of the Unither Group, their available innovations or the ones they are working on.

In summary, all these elements, grouped under **Predictability, Competitiveness** and **Innovation** are those taken into consideration by the Purchasing department when selecting and nominating partner and strategic suppliers and subcontractors, and it is also on these bases that the suppliers and subcontractors of the Unither Group are evaluated in terms of Quality, Competitiveness, Delivery and Service, according to the Group's evaluation system.

5. Unither Group's commitments

The Unither Group undertakes to conduct all its activities in full compliance with applicable laws, legal and ethical standards and to adopt a professional, fair and integrated behavior in all its activities.

○ Respect of fundamental rights, fight against illegal work and Child labor

The Unither Group is committed and asks its suppliers and subcontractors to commit to comply with the applicable laws and regulations regarding respect for fundamental rights, illegal work and child labor. The term "child" here means any person below the legal minimum age for access to employment, provided that the legal age complies with the provisions defined by the International Labour Organization (ILO).

The Unither Group shall not work with or use suppliers or subcontractors that do not respect these rights. If, despite all the care taken to achieve this goal, an illegal work or child labor act were to be detected, then any contractual relationship would cease immediately.

Unither is committed to providing our employees but also all people required to perform an activity within Unither, a safe working environment that respects fundamental human rights. Fairness of treatment, non-discrimination and freedom of expression are fundamental points in the Unither Group and we strive to make them live daily.

○ Good Faith and Fair Business Practices

The Unither Group is committed to acting in good faith, with integrity and diligence towards its suppliers and subcontractors. No employee, buyer or not, shall unduly profit from any other natural or legal person by manipulation, concealment, abuse of inside information, misrepresentation of material facts, or any other intentionally unfair practice.



- **Anti-Corruption policy**

In accordance with its Code of Conduct and Anti-Bribery Policy the Unither Group prohibits any form of corruption or influence peddling including the payment of bribes of any kind.

The Unither Group's Purchasing department selects its suppliers and subcontractors on the basis of objective criteria and requires them to enable it to fully meet its expectations and those of its customers.

The Purchasing department takes decisions based on an impartial and objective assessment of the facts of each situation, without the influence of substantial gifts, entertainment or other favors that could interfere with its judgment. It is equally essential that the suppliers and subcontractors with whom we interact also make impartial and objective decisions without inappropriate interference, and contact the Group if Unither employees' actions contravened these rules.

- **Respect of confidential and personal information**

The Unither Group strives to protect confidential information related to commercial activities with its suppliers and subcontractors, including personal information. Confidentiality agreements are signed with all suppliers and subcontractors covering the use, modification and dissemination, as well as the destruction or return of this confidential information. The Unither Group is committed to protecting the personal information of its suppliers and subcontractors in compliance with applicable laws.

- **Protection of the Environment**

In accordance with its Code of Conduct, the Unither Group manages its business in an environmentally responsible way and in compliance with all regulations. We strive to maintain a continuous improvement approach and to comply with all environmental laws and regulations in all countries where we operate.

Our CSR commitment, as strong as it can be, cannot be complete without the support of our suppliers and subcontractors to help us produce increasingly environmentally friendly medicines. The Unither Group remains interested by any new forms of consumption related to the environment to help us reduce our environmental footprint.

- **Understand and comply with cGXP**

The Company promotes compliance with laws, rules and regulations such as Standard Operating Procedures (SOPs), current Good Manufacturing Practices (cGMPs), Good Laboratory Practices (GLPs), etc. The Company will conduct periodic audits of compliance defined by local policies and needs.

6. The commitments of our suppliers and subcontractors

The implication of our suppliers and subcontractors is key to the success of our mission and to the satisfaction of our customers. They are involved in the deployment of our Responsible Purchasing strategy and the implementation of the Unither Group's CSR policy and agree to be evaluated on the principles set out above.



They must undertake to deliver products and/or services in accordance with the price, leadtime and quality level defined during in our contractual agreements and to adopt the most transparent approach possible with the Unither Group, and in particular during the submission of their price offers.

- **Respect of fundamental rights, fight against illegal work and Child labor**

The Unither Group's suppliers and subcontractors must comply with the applicable laws and regulations regarding respect for fundamental rights, illegal work and child labor. The term "child" here means any person below the legal minimum age for access to employment, provided that the legal age complies with the provisions defined by the International Labour Organization (ILO).

We also expect our suppliers and subcontractors to ensure compliance and enforcement of these regulations throughout their own supply and subcontracting chain.

- **Good Faith and Fair Business Practices**

The suppliers and subcontractors of the UNITHER Group act in a competitive manner. Any consultation or exchange between suppliers on prices or offers is prohibited as well as any participation in a cartel.

- **Conflict of Interest**

The suppliers and subcontractors of the Unither Group guarantee the absence of any conflict of interest or any situation likely to be a conflict of interest. Where a real or potential conflict of interest arises, they shall notify all parties concerned. After analysis, an action plan can be implemented by the Unither Group and decisions will be taken.

- **Fight against corruption**

The suppliers and subcontractors of the Unither Group undertake to comply with all applicable anti-corruption laws, directives and regulations and with this Purchasing Policy as well as the Unither Group Anti-Bribery Policy.

The suppliers and subcontractors of the Unither Group must pay particular attention to preventing and detecting corruption in any commercial agreement, including with their own partners, suppliers and subcontractors.

- **Respect of confidential and personal information**

For all confidential information related to the commercial relationship the suppliers and subcontractors of the Unither Group must comply with the non-disclosure agreement signed between the parties. Regarding the confidentiality of all personal data, they must comply with all applicable laws, directives and regulations.

- **CSR and Environment**

The suppliers and subcontractors of the Unither Group undertake to support the Unither Group in the application of its CSR policy, to comply with it and to put in place the means to develop and deploy it with their own suppliers and subcontractors.

Suppliers and subcontractors strive to produce products/services in accordance with contractual requirements and in the most environmentally responsible way and comply with the laws and regulations in force in the countries where they operate.