



Supplier Code of Conduct

Unither Pharmaceuticals



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CODE OF CONDUCT

Preamble

Unither is committed to conducting all its activities in a responsible, ethical and sustainable manner. Specializing in sterile and non-sterile liquid dosage forms, the Group places quality, patient safety and operational excellence at the heart of its development, while fully integrating social, environmental and ethical considerations into its decisions.

Unither's suppliers — including providers of goods and services, subcontractors, manufacturers, distributors and technology partners — play an essential role in achieving this ambition and in creating sustainable growth. Unither believes that innovation and economic performance are sustainable when responsible practices are embedded throughout the entire supply chain.

This Code of Conduct sets out the requirements expected of Unither's suppliers in relation to business ethics, respect for human rights, working conditions, health and safety, environmental protection and associated management systems. It applies to all Unither suppliers, regardless of their size, location or business activity, and must be implemented in a manner proportionate to the risks and impacts identified.

This Code is part of Unither's CSR strategy, based on four main pillars that support its commitments to transforming its industrial sites into eco-responsible factories, caring for the development and well-being of its teams, innovating sustainable solutions, and acting with and for its community. Unither expects its suppliers to share this ambition and to commit to continuously improving their practices.

The requirements of this Code are based on recognized international standards, such as:

- the **United Nations Guiding Principles on Business and Human Rights** (*UNGPs, "Ruggie Framework"*);
- the **OECD Guidelines for Multinational Enterprises**;
- the **Ten Principles of the United Nations Global Compact** relating to human rights, labour, the environment and anti-corruption;
- the **fundamental conventions of the International Labour Organization** (*ILO Conventions*), including the elimination of forced labour (Conventions No. 29 and 105), the abolition of child labour (Conventions No. 138 and 182), the elimination of discrimination (Conventions No. 100 and 111), and freedom of association and collective bargaining (Conventions No. 87 and 98);
- the **international standard ISO 26000** on social responsibility (*Guidance on Social Responsibility*);

- the **sector best practices applicable to the pharmaceutical and life sciences industries**, as promoted by recognized international initiatives.

Compliance with this Code of Conduct is an essential element of the contractual relationship between Unither and its suppliers. Suppliers are required to formally acknowledge their commitment to these principles and to deploy them among their own suppliers and subcontractors.

Unither reserves the right to verify compliance with this Code, including through assessments, questionnaires or audits conducted by Unither or by appointed third parties. In the event of identified non-compliance, suppliers must implement appropriate and documented corrective actions. In the event of serious or repeated breaches, Unither reserves the right to take any appropriate measure, up to and including suspension or termination of the business relationship.



ETHICS

Unither's suppliers must conduct their activities ethically, act with integrity and comply with all applicable laws and regulations.

Anti-corruption and fraud prevention

Any form of corruption or unlawful practice is strictly prohibited, including active or passive, public or private bribery, extortion, fraud, embezzlement, theft or the granting of undue advantages. Suppliers must not offer or accept bribes, excessive gifts, unlawful payments or any other advantage that could influence a business decision.

Fair competition and conflicts of interest

Suppliers must comply with fair competition rules and applicable antitrust laws.

Suppliers must identify, prevent and manage any actual or potential conflict of interest and inform Unither without delay whenever such a situation arises.

Product protection

Suppliers must implement appropriate measures to protect products, components and materials against risks of falsification, adulteration, diversion or theft throughout the supply chain.



HUMAN RIGHTS AND LABOUR RIGHTS

Unither's suppliers must respect all internationally recognized human rights. These commitments are aligned with the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**.

Human rights and working conditions

Unither's suppliers undertake to respect internationally recognized human rights and labour rights, to treat all individuals with dignity and respect, and to apply these principles throughout the supply chain.

Freely chosen employment

All forms of forced labour, compulsory labour, bonded labour, human trafficking or modern slavery are strictly prohibited. Employment relationships must be based on clear and transparent commitments.

Child labour and young workers

Suppliers must not use child labour. Employment of young workers under the age of 18 may only take place for work that does not jeopardize their health, safety or morals, and only where such young workers are above the legal minimum age for employment in the relevant country or the age set for completion of compulsory schooling.

Non-discrimination and fair treatment

Suppliers must ensure an inclusive and respectful working environment, free from any discrimination or unequal treatment based in particular on age, sex, origin, disability, religion, sexual orientation, gender identity, family status or trade union membership. Any harassment, intimidation or abusive behaviour is prohibited.

Working conditions

Suppliers must ensure working conditions that are safe, respectful of human dignity and compatible with workers' physical and mental health. Working time must be reasonable and allow for appropriate rest periods.

Compensation and benefits

Suppliers must compensate workers in accordance with applicable wage laws and agreed employment contracts, including minimum wages, overtime and mandatory benefits. Suppliers must determine compensation by taking into account workers' skills, performance and experience, based on local competitive conditions, and offer benefits aligned with local market practices.

Freedom of association and social dialogue

Suppliers must respect freedom of association and workers' right to collective representation. Social dialogue must be able to take place freely, without intimidation, discrimination or retaliation.

Alert duty regarding serious human rights violations

The supplier must inform **Unither**, without delay, of any serious human rights violation related to its activities, products or services performed for Unither, whether it has contributed to such violations directly or whether they are linked to its business relationships, including within its supply chain.

Serious violations include those for which delayed action would make remediation difficult or impossible, in particular those resulting in death, child labour, forced labour or slavery-like practices, human trafficking, torture or systemic harm affecting groups of people.



OCCUPATIONAL HEALTH AND SAFETY

Unither's suppliers must provide a safe and healthy working environment and protect workers' physical and mental health. They must identify, assess and control risks related to their activities and implement appropriate preventive measures.

Workplace safety

Suppliers must prevent excessive exposure to chemical, biological, physical, ergonomic and psychosocial risks. Appropriate information on hazards, particularly those related to hazardous substances, must be available in order to train and protect workers. Workplaces and, where applicable, company-provided accommodation must be clean, safe and properly maintained.

Worker protection

Suppliers must provide, where necessary, appropriate personal protective equipment and ensure training in its proper use. Equipment, machinery and facilities must be used and maintained safely. Access to first aid must be ensured.

Emergency preparedness and response

Suppliers must identify potential emergency situations and implement appropriate response plans and procedures to limit their impacts. These plans must be documented, communicated and regularly tested, including through drills.

Risk assessment and continuous improvement

Suppliers must conduct risk assessments and implement the necessary corrective actions to ensure a safe working environment for their personnel.



ENVIRONMENT

Unither's suppliers must conduct their activities responsibly and efficiently in order to limit negative environmental impacts, preserve natural resources and contribute to a sustainable supply chain.

Environmental compliance and management

Suppliers must have appropriate practices and systems in place to identify, assess and control the environmental impacts related to their activities, and to prevent pollution and environmental nuisances.

Climate change

Suppliers must take into account the climate impacts of their activities and are encouraged to implement actions aimed at improving energy efficiency and limiting greenhouse gas emissions. They are also encouraged to promote similar approaches within their own supply chain.

Water

Suppliers must manage their water consumption and wastewater discharges responsibly. They are encouraged to reduce water use, prevent pollution and promote water reuse or recycling, particularly in areas exposed to water stress.

Resource use and waste

Suppliers must strive to use resources efficiently and limit waste generation. They are encouraged to implement practices that promote reduction at source, reuse and recycling, and, where possible, to prioritize materials with lower environmental impact.

Hazardous substances

Suppliers must ensure the safe and responsible management of hazardous substances by limiting risks to the environment and human health and, where possible, promoting the reduction or substitution of substances of concern in accordance with industry best practices.

Responsible sourcing of minerals

Suppliers must use and import only minerals and metals from responsible sources.

Particular attention must be paid to so-called "conflict minerals", including tin, tantalum, tungsten and gold (3TG).

Deforestation and biodiversity

Suppliers must comply with the principles of access to, and fair and equitable sharing of, benefits arising from the use of genetic resources, in accordance with the Convention on Biological Diversity. They are encouraged to identify their dependencies and impacts on nature and to implement reasonable measures to avoid, reduce or mitigate any significant harm to natural environments.

TABLEAU DE CONSIGNES



Démarrage machine									
Démarrage	08h00	09h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00
01	02	03	04	05	06	07	08	09	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30

Dossiers contrôlés ou pas									
Démarrage	08h00	09h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00
01	02	03	04	05	06	07	08	09	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30

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POINT DE COLLECTE
DE TOUTES LES DOCUMENTS
Non conformés
Inapplicables
A modifier
Incomplets
Sans de la production



GOVERNANCE AND MANAGEMENT SYSTEM

Unither's suppliers must establish appropriate governance and management systems to ensure compliance with the principles set out in this Code of Conduct and to support their continuous improvement.

Commitment, culture and accountability

Suppliers must demonstrate their commitment to these principles by allocating appropriate resources and appointing competent representatives within their organization. This commitment must be reflected in a corporate culture based on responsible practices, integrity and accountability at all levels.

Risk identification and management

Suppliers must have mechanisms in place to identify, assess and manage risks related to the areas covered by this Code, particularly ethics, human rights, health and safety, and the environment. These mechanisms must be regularly reviewed and adapted as activities and risks evolve.

Policies, procedures and documentation

Suppliers must establish and maintain appropriate policies, procedures and documents to demonstrate the effective implementation of the principles of this Code. The complexity of these arrangements may be proportionate to the supplier's size, operational context and potential impacts.

Training and competencies

Suppliers must implement appropriate training programs to ensure that management and workers have the knowledge, skills and capabilities required to comply with the requirements of this Code.

Transparency and supply chain

Suppliers must communicate the expectations of this Code to relevant stakeholders, including their workers and their own suppliers, and strive to apply these principles, or equivalent requirements, throughout their supply chain. Upon request, suppliers must be able to provide Unither with reasonable information relating to their production sites or supply chains.

Continuous improvement and corrective actions

Suppliers are required to pursue continuous improvement, particularly by implementing appropriate corrective actions when non-compliance is identified following internal or external assessments or audits.

Reporting and handling of non-compliance

Suppliers must have accessible mechanisms enabling internal and external stakeholders to report, without fear of retaliation, any situation of non-compliance or concern related to the principles of this Code. Reports must be appropriately reviewed and, where applicable, corrective or remediation measures must be implemented.

In addition to the principles set out above, the following principles are of particular importance to Unither.

Intellectual property

Unither develops and provides innovative pharmaceutical solutions by relying on suppliers capable of meeting its requirements in terms of quality, integrity, reliability, performance and sustainability. In this context, suppliers must respect Unither's intellectual property rights, protect its trade secrets, know-how and confidential information, as well as data relating to its customers and partners. Technologies, data and knowledge made available or developed within the framework of the business relationship must be managed in a way that ensures the effective protection of intellectual property rights.

Economic sustainability

Suppliers are encouraged to contribute positively to the economic and social development of the territories in which they operate, and to adopt practices that support the long-term viability of their activities and communities.