



Supplier Code of Conduct

October 2023

Non-Binding Convenience Translation

In the event of any inconsistencies between the German and the English wording, the German wording shall therefore prevail.



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1 Introduction

Medios is a publicly traded company that primarily supplies medicines to specialized pharmacies and produces patient-specific therapies. Partnership and openness are the core of our corporate philosophy and culture. Cooperation with our customers and partners is characterized by mutual trust, appreciation, respect, and reliability. We act ethically and in accordance with the law and are always a fair and integral partner for everyone.

Our corporate and compliance cultures are the basis for our business success. We firmly believe that trusting cooperation with our suppliers strengthens us for future joint projects, too. This is why we wish to engage in dialog with our suppliers and create a common understanding of what we expect from each other and how we can best support each other. We strive to build long-term partnerships and develop sustainable solutions with our suppliers.

Basic Principles

Our most important principles are integrity and trust, and cooperation characterized by these principles.

Our business practices and those of our business partners are in line with our values and conduct principles and are aimed at sustainable growth and business development in addition to ethical and legally compliant conduct.

By complying with these guidelines, you are helping to ensure that not only your company and our company, but also all employees employed by you and by us, are protected from criminal consequences and other harm.

2 Regulatory Compliance

Medios has high internal standards when it comes to the integrity of its actions and conduct. This principle of regulatory compliance also applies if Medios and/or one or more suppliers would gain (alleged) benefits by violating one of the rules.

Medios expects its suppliers to behave in accordance with the rules in order to prevent financial loss and damage to Medios' reputation.

Deliberate misconduct is therefore not tolerated. Medios will investigate misconduct and violations of laws, other legal rules and regulations, internal and external guidelines, rules and procedures, principles, processes, and generally accepted ethical and compliance standards (collectively, "rules") and – if necessary – take appropriate measures.

The Supplier shall ensure that its employees, subcontractors, and consultants ("Obligated Parties") comply with this Code of Conduct by acting in accordance with the code. The Supplier shall also agree and ensure that it and any Obligated Party cooperate with Medios if a (potential) breach of these principles occurs or is suspected.

In addition to this Code of Conduct, the applicable laws of the country or countries with which a matter is connected shall always apply. They shall take precedence over this Code of Conduct insofar as they conflict with it or deviate from it.

Medios reserves the right to verify compliance with the requirements of this Code of Conduct through appropriate measures. If a Supplier notices or suspects a (potential) breach of this Code of Conduct, it shall inform Medios and provide all related information. Medios expects that the Supplier will support Medios and take all measures necessary to remedy a (potential) violation of this Code of Conduct and/or prevent such a violation.

Respect for Human Rights

Medios supports and respects the protection of human rights, as set forth in the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization. Medios rejects child labor, forced labor, or labor facilitated by human trafficking, and has made this a criterion when selecting its suppliers and business partners.

Fair Working Conditions, Diversity, Ethical Standards

Medios stands for multicultural, collaborative partnerships and equal opportunities.

Discrimination based on race, ethnic origin, gender, religion, belief, disability, age, sexual identity, or other personal characteristics has no place at Medios or its suppliers.

We expect our suppliers to guarantee fair working conditions, to have implemented – at a minimum – the occupational safety and health measures required by law, and to have a zero-tolerance policy toward any discrimination.

The Supplier shall also ensure a safe, productive, and drug-free working environment. No one shall be under the influence of illicit drugs, excessive alcohol, or other illegal substances on the Supplier's premises.

3 Fair and Free Competition

We expect our suppliers to comply with and ensure the applicable rules of fair competition and antitrust law and that their agents act accordingly. Measures that aim at an unlawful restriction of competition and/or violate the aforementioned regulations must be avoided. Agreements between businesses, decisions made by associations of businesses, and concerted practices which have as their purpose or effect the prevention, restriction, or distortion of competition are not permitted.

4 Prohibition of Bribery and Corruption

Medios does not tolerate immoral business practices such as corruption, bribery, and unfair advantage-taking. Therefore, the Supplier is not allowed to improperly influence business decisions by granting or accepting improper benefits of any kind. Any undue influence on public officials and/or business partners is prohibited not only for employees, but also for all persons who provide services in any form for Medios and/or the Supplier.

The Supplier shall take measures to ensure the principles for accepting, offering, promising, and giving gifts or entertainment are realized based on generally accepted market standards. It shall ensure that the applicable standards are always adhered to by its Obligated Parties.

5 Prevention of Money Laundering, Terrorist Financing, and other Criminal Activities

The Supplier shall comply fully with its legal obligations to prevent money laundering, terrorist financing, and other criminal activities (altogether "money laundering"). Its agents shall avoid unusual financial transactions and have a corresponding consciousness for detecting them. This also applies to cash transactions or indirect transactions that are processed via third parties and may give rise to a suspicion of money laundering.

Medios expects its suppliers to have implemented appropriate rules and procedures that ensure proper know-your-customer (KYC) processes. The measures to be taken to achieve this shall be in line with current market standards. They make it possible to prevent and detect (potential) money laundering, terrorist financing, and other criminal activities as far as possible.

The Supplier shall ensure compliance with all laws, regulations, embargoes, or restrictive measures related to trade, economic, or financial sanctions that are administered, enacted, or enforced by any of the following sanctions authorities: United Nations Security Council, Germany, the European Union, the United Kingdom, the United States of America, and the governments and official institutions or authorities of any of these organizations.

6 Compliance with Tax Laws and Customs Duties

Medios expects its suppliers to comply with applicable tax laws and customs regulations. They must not assist, advise, or otherwise support customers, business partners, or other third parties in tax evasion or similar activities prohibited by law.

7 Environmental Responsibility

Medios has introduced appropriate standards to meet its environmental responsibility in the conduct of its business activities. Medios expects the supplier to exercise its own environmental responsibility in an appropriate manner.

This shall include, among other things, the implementation of internal rules and procedures that go beyond mere compliance with statutory environmental protection regulations and protect the environment to the extent that is commercially justifiable for the Supplier, and in any case to the extent required by the currently applicable legal situation.

8 Conflicts of Interest

The Supplier shall ensure that the professional and private interests of its agents are clearly separated. Conflicts of interest may cast doubt on the integrity and professionalism of the Supplier and thus also Medios. They must therefore be detected and avoided at an early stage.

Personal relationships with a business partner, e.g., family members, must not result in preferential treatment of the business partner. Any professional position must not be misused for personal gain.

9 Business and Trade Secrets

Business and trade secrets as well as confidential information are important assets for Medios. The Supplier shall ensure that it and its agents treat nonpublic information about Medios, its business, and its business partners as strictly confidential and protect it from unintended disclosure. This shall apply in particular to essential intellectual assets such as trade secrets, intellectual property, trademarks, research rights, copyrights, and patents as well as conditions granted to third parties and the content of data, contracts, and documents.

10 Data Protection and Information Security, Social Media

The personal data of Medios's customers, business partners, shareholders, and employees is highly sensitive and protected by careful and responsible handling.

The Supplier shall take technical and organizational measures to ensure the confidentiality of Medios's personal data. It is responsible for ensuring a high level of data protection and shall comply with data protection rules. In particular, it shall respect, abide by, and uphold the comprehensive rights of those whose data it collects, processes, and uses.

Social networks offer countless ways to communicate with business partners, families, friends, and the general public. Social media includes social media messaging services (e.g., WhatsApp Messenger, Facebook Messenger, Instagram), blogs, social network websites, wikis, photo/video sharing sites, and other chat applications as well as chat rooms. Electronic messages are permanent records of communication that can have a significant impact on Medios's reputation. Neither the Supplier nor its agents shall give the impression that they are speaking or acting in the name or on behalf of Medios unless they are expressly authorized to do so.

11 Acknowledgment and Supplier Agreement

By signing this document, the Supplier undertakes to observe the principles and requirements listed. It shall ensure that the content of this code is communicated to its agents in a comprehensible manner and that all necessary precautions are taken to implement the requirements.

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