



CODE OF CONDUCT FOR SUPPLIERS

Ellegaard Göttingen Minipigs develops, breeds, and supplies Göttingen Minipigs for biomedical research worldwide.

Based on our fundamental belief in quality, cooperation, respect, and animal welfare, we enable the development of safer and more effective medicines.

INTRODUCTION

Ellegaard Göttingen Minipigs is committed to conducting business with the highest standards of ethics and integrity. Our suppliers play a critical role in our success, and we expect them to share our commitment to ethical business practices and sustainability. This Supplier Code of Conduct outlines the principles and standards that we expect our suppliers to adhere to when doing business with us.

Martin Windfeld Velin | CEO

§ 1 COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable laws, regulations, and international standards in the countries in which they operate. This includes labor, environmental and safety laws and further also international laws including those relating to international trade, data protection and anti-trust/competition laws.

Suppliers are required to cooperate fully with any appropriately authorized internal or external investigation and should never withhold, tamper with or fail to communicate relevant information in connection with an appropriately authorized investigation.

§ 2 GOOD FINANCE PRACTICES, ACCURACY OF BUSINESS RECORDS

Suppliers must keep their financial books and records in accordance with applicable legal, regulatory and fiscal requirements and follow acceptable accounting practices.

§ 3 ETHICAL BUSINESS PRACTICES

Suppliers must conduct their business with honesty, transparency and integrity. They should never engage in corrupt practices, bribery, extortion, embezzlement, fraud, money laundering, tax evasion or any other form of prohibited or unethical conduct.

Violation of these principles will result in the immediate termination of business relations with Ellegaard Göttingen Minipigs and may be reported to competent authorities.

§ 4 ANIMAL WELFARE

Where a Supplier's activities relate to animal care and use of live animals, the Supplier must adhere to and follow principles to treat animals with respect and to strictly follow all applicable laws for animal treatment.

§ 5 LABOR PRACTICES

a) *Child Labor*

Suppliers shall not employ child labor, as defined by the International Labor Organization (ILO) conventions and shall comply with all applicable laws regarding the employment of minors.

b) *Forced Labor*

Suppliers must not use forced or involuntary labor in any form.

§ 6 RESPECT FOR HUMAN RIGHTS

Suppliers are expected to respect and support human rights as defined in the United Nations Universal Declaration of Human Rights. Discrimination, harassment or any form of human rights abuse is not tolerated.

§ 7 WORKING CONDITIONS

Suppliers are expected to provide safe and healthy working conditions for their employees. This includes reasonable working hours, fair wages and respect for workers' rights.

§ 8 ENVIRONMENTAL RESPONSIBILITY, SUSTAINABILITY AND CLIMATE IMPACT

a) *Environmental Compliance*

Suppliers must comply with all relevant environmental laws and regulations in their operations.

b) *Sustainability*

Suppliers are encouraged to operate sustainably and to adopt environmentally responsible practices such as reducing waste, conserving energy and natural resources and minimizing the use of hazardous materials causing environmental impact.

c) *Climate Impact*

Suppliers are encouraged to seek to minimize their greenhouse gas emissions, reduce their carbon intensity and to invest in new technologies to address and possibly mitigate the effects of climate changes.

§ 9 TRANSPARENCY AND DISCLOSURE

Suppliers should maintain transparency in their business dealings, including financial transactions and disclosure of relevant information to Ellegaard Göttingen Minipigs when requested or voluntarily, e.g. disclosure of events, supply chain disruptions, exposure to sanctioned countries, entities or persons or investigations by regulators in any country irrespective of whether a judgment or penalty was issued.

§ 10 CONFLICT OF INTEREST

Suppliers are expected not to take action(s) that would impair or could be perceived to impair the objectivity of the Supplier's performance by putting personal gain or benefit ahead of the interest of Ellegaard Göttingen Minipigs or our customers.

§ 11 QUALITY AND PRODUCT SAFETY

Suppliers must provide products and services that meet the agreed-upon quality standards and comply with relevant safety regulations and relevant applicable laws.

§ 12 IT SECURITY PRACTICES

Suppliers must adopt a high level of IT security to ensure the best possible protection against cyber attacks and data leaks,

and we might from time-to-time request Suppliers to submit information about their current IT security status, practices and measures taken to secure a high standard in this respect.

§ 13 CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Suppliers must protect Ellegaard Göttingen Minipigs' confidential information and respect our intellectual property rights as well as those of third parties. Any shared information should be used only for the intended purpose.

§ 14 SOCIAL RESPONSIBILITY

Suppliers are encouraged to engage in activities that contribute positively to the communities in which they operate, and they are further encouraged to commit to engage in actively involving in and listening to stakeholders, including employees, customers, suppliers and the wider community, as relevant, in decision-making processes.

§ 15 CONTINUOUS IMPROVEMENT

Suppliers should continuously strive to improve their performance in all aspects of their business operations.

§ 16 RAISING A CONCERN

Suppliers are required to encourage employees to report concerns without fear of reprisal using the Danish National Whistleblower Scheme which allows for anonymous reporting, if desired. Please note that only certain types of matters can be reported. More Information is available at: <https://whistleblower.dk/english/when-you-write-to-us>

MONITORING AND ENFORCEMENT

Ellegaard Göttingen Minipigs is committed to monitoring compliance with this Supplier Code of Conduct by asking suppliers to provide relevant information and documentation as well as through audits and/or site visits performed by Ellegaard Göttingen Minipigs personnel. Ellegaard Göttingen Minipigs reserves the right to terminate an agreement with any supplier who does not comply with our Code of Conduct.

CONTACT INFORMATION

Suppliers with questions or concerns about this Code of Conduct should contact us at ellegaard@minipigs.dk for guidance and clarification.