



AXXAM Sustainable Procurement Code for Business Partner

Axxam is an innovative Partner Research Organization (IPro) providing integrated discovery services across Life Sciences Industry.

Our suppliers and partner firms who provide services and products are valuable business partners (hereinafter "Business Partners") who support our challenges and business activities.

Axxam intends to strengthen its management system and initiatives related to sustainability, such as human rights, working environment and the natural environment together with its Business Partners to enhance the corporate value of Axxam and its Business Partners and realize a sustainable society.

To achieve this, we have compiled the matters and initiatives that we would like our Business Partners to comply with in areas other than quality into this document, the Axxam Sustainable Procurement Code for Business Partner (hereinafter "this Code") fully integrating the principles and values set in the Axxam 's Code of Ethics. We promote collaboration with Business Partners who understand compliance with this Code and the construction of procedures and systems for conducting business activities in accordance with related laws, regulations, guidelines and industry standards.

This code is fully integrated in the Axxam Governance Model and has been created with reference to:

- The "Organizational, Management and Control Model" ex D. Lgs 231/2001 published on the company website <https://www.axxam.com/legislative-decree/>
- The Code of Ethics published on the company website https://www.axxam.com/LEG_Code of Ethics_Axxam_ENG_230328
- The Data Privacy Policy <https://www.axxam.com/privacy-policy/>
- The Whistleblowing Procedure <https://www.axxam.com/PRI GOV 003 ED01 Whistleblowing 200331 ENG>
- United Nations Global Compact <https://www.unglobalcompact.org/>



Accordingly, after confirming and understanding the purpose and contents of this Code, please submit the form confirming your consent to this Code. In addition, we may periodically check the status of initiatives or conduct on-site audits, in which case we will contact you separately and ask for your cooperation as well.

1. Health & Safety

Business Partners shall provide a safe and healthy working environment. Health and Safety measures shall extend to contractors and subcontractors on the Business Partner's sites.

(1) PERMITS & LICENSES REGARDING HEALTH & SAFETY

Business Partners shall comply with related laws of each country and obtain all required health and safety-related permits, licenses, registration information and restrictions, as well as comply with their operational and reporting requirements.

(2) WORKER PROTECTION

Business Partners shall protect all employees from chemical, biological and physical hazards, and physically demanding tasks in the workplace. Business Partners shall also promote activities for appropriate workplace safety consideration, health management and health promotion.

(3) PROCESS SAFETY

Business Partners shall conduct risk assessments and establish programs to prevent or reduce risks, including the management of hazardous substances and periodic inspection of equipment.

(4) EMERGENCY PREPAREDNESS & RESPONSE

Business Partners shall identify and assess emergency situations in the workplace, create emergency response plans and develop response systems.



(5) HAZARD INFORMATION

Business Partners shall comply with laws and standards related to the management of hazardous substances and the safety of products. In addition, Business Partners shall educate their employees on hazardous substances, including compounds and compound intermediates, and create environments where safety information can be obtained from Safety Data Sheets and other sources.

2. Human Rights & Labor

Business Partners shall protect the human rights of employees and treat them with dignity and respect.

(1) FREELY CHOSEN EMPLOYMENT

Business Partners shall comply with the human rights-related laws of each country.

(2) CHILD LABOR & YOUNG WORKERS

Business Partners shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.

(3) NON-DISCRIMINATION

Business Partners shall not discriminate on the basis of characteristics unrelated to their duties, such as race, nationality, skin color, ethnicity, gender, age, religion, creed, ideology, sexual orientation or gender identity, educational background, disability or illness.

(4) FAIR TREATMENT

Business Partners shall provide a workplace free of harassment, harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees and no threat of any such treatment.

(5) WAGES, BENEFITS & WORKING HOURS

Business Partners shall pay wages that are equal to or higher than the legal minimum wage for each relevant country and region. Business



Partners shall also comply with the laws of each country concerning holidays and appropriate working hours.

(6) FREEDOM OF ASSOCIATION

Business Partners are expected to respect and uphold the fundamental right of freedom of association and collective bargaining, following international recognized conventions and national employment laws and regulations.

3. Environment

Business Partners shall manage their business in an environmentally responsible and efficient manner to minimize adverse environmental impacts such as climate change. Business Partners are also encouraged to conserve natural resources, to avoid the use of hazardous substances where possible and to engage in activities that reuse and recycle.

(1) PERMITS & LICENSES REGARDING THE ENVIRONMENT

Business Partners shall comply with the environment-related laws of each country and obtain all required environmental permits, licenses, registration information and restrictions.

(2) WASTE & EMISSIONS

Business Partners shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

(3) SPILLS & RELEASES

Business Partners shall have systems in place to prevent and mitigate the accidental leakage and release of contaminants, including hazardous substances, into the environment.

(4) BIODIVERSITY

Business Partners shall promote the use of resources in consideration of biodiversity.



(5) CLIMATE CHANGE

Business Partners shall set targets to reduce greenhouse gas emissions and promote further reductions. Business Partners shall also strive to conserve energy and introduce renewable energy sources.

4. Ethics

Business Partners shall conduct their business ethically and act with integrity.

(1) COMPLIANCE WITH LAWS

Business Partners shall conduct business activities in compliance with the relevant laws and regulations of each applicable country.

(2) ANTI-BRIBERY & ANTI-CORRUPTION

Business Partners shall create anti-corruption policies and prohibit extortion, embezzlement, bribery (including facilitation payments) and fraudulent accounting, and strive to prevent these activities from occurring.

(3) FAIR COMPETITION

Business Partners shall conduct their fair business consistent with fair and transparent competition and in compliance with all applicable competition laws. Business Partners shall employ fair business practices including accurate and truthful advertising.

(4) RESPONSE TO ANTISOCIAL FORCES

Business Partners shall eliminate any relationships with anti-social forces and groups that threaten the order and safety of a civil society, such as extortionists and crime syndicates, and shall resolutely confront them.

(5) ANIMAL WELFARE/SOURCING OF MINERALS

Business Partners shall respect the lives of animals, inflict as little pain as possible on them, and achieve objectives with the minimum number of animals necessary. In addition to conducting animal experiments in compliance with relevant laws. Also, alternatives should be used wherever these are scientifically valid and acceptable to regulators. Responsible sourcing of minerals should be prosecuted.



5. Information Management

Business Partners shall conduct ethical and honest business activities with respect to the data they operate.

(1) INFORMATION SECURITY

Business Partners shall comply with each country's laws, regulations, etc. regarding information security, and will take appropriate information security measures to prevent the leakage, falsification, loss, damage, etc. of confidential information handled in business activities.

(2) PROTECTION OF PERSONAL INFORMATION

Business Partners shall comply with the personal information protection laws of each country and shall appropriately manage and protect the privacy of individuals.

6. Management Systems

Business Partners shall operate a management system to promote compliance with the requirements of this Code and strive to continually improve it.

The management system shall contain the following items:

(1) COMMITMENT

Business Partners shall demonstrate their commitment to the matters described in this Code.

(2) EDUCATION & TRAINING

Business Partners shall conduct appropriate education and training to ensure that their management teams and employees can address the expectations in these matters.

(3) CONTINUAL IMPROVEMENT

Business Partners shall promote continual improvements regarding this Code by setting performance objectives, executing implementation plans and taking corrective actions to address issues identified through audits.

(4) RISK MANAGEMENT

Business Partners shall recognize the possibility that major risks may occur, strive to prevent them from happening and establish a system to respond precisely in the event that they do occur.