



Dr. Pflieger Arzneimittel GmbH

Supplier Code of Conduct



Version 01

Effective: 07.05.2026

Dr. Pflieger Arzneimittel GmbH
Supplier Code of Conduct
Version 01

Public

Page 1 of 6



Supplier Code of Conduct

Dr. Pflieger Arzneimittel GmbH is an independent pharmaceutical company founded in 1945 in Bamberg, Germany. The company develops, manufactures, and markets a broad portfolio of prescription and over-the-counter medicinal products, medical devices, food, supplements and cosmetics with strong expertise in therapeutic areas such as urology and dermatology.

As a company fully owned by the non-profit Doktor Robert Pflieger Foundation since 1974, Dr. Pflieger is guided by a long-standing commitment to ethical responsibility, societal benefit, and scientific progress. The foundation supports medical research and social initiatives, reflecting the founder's vision of contributing to health, quality of life, and the common good.

Our business relationships are grounded in transparency, trust, and integrity. We maintain close and collaborative partnerships with stakeholders, including suppliers, healthcare professionals, customers, and employees, and uphold fundamental principles of humanity, responsible conduct, and sustainable value creation.

With this Supplier Code of Conduct, Dr. Pflieger Arzneimittel GmbH defines the standards and expectations that all suppliers and business partners must meet when providing goods and services to our company. These principles ensure that our entire value chain reflects our commitment to high ethical standards, regulatory compliance, product quality, patient safety, and respect for people and the environment.

We expect our suppliers to uphold these values, actively support responsible business practices, and contribute to ensuring that the medicines and medical products as well as all other products reaching patients worldwide are safe, effective, and manufactured with integrity.

Requirements

By engaging in any business relationship with Dr. Pflieger Arzneimittel GmbH, suppliers acknowledge and agree to comply with all principles outlined in this Supplier Code of Conduct. Suppliers are required to implement appropriate policies, processes, and control mechanisms to ensure continuous adherence to ethical standards, legal and regulatory obligations, quality requirements, patient safety expectations, and environmental and social responsibilities.

Suppliers must ensure that these requirements are upheld throughout their entire supply chain and commit to transparent communication, cooperation during audits or assessments, and immediate notification in case of any deviation that may impact compliance or product integrity.



Ethics

Suppliers must conduct their business with the highest standards of integrity, honesty, and ethical behavior. All decisions and actions are expected to be free from conflicts of interest and aligned with principles of fairness, transparency, and accountability. Suppliers shall maintain accurate records, behave responsibly toward all stakeholders, and uphold the reputation of our company and the healthcare industry.

Compliance

Suppliers are required to comply fully with all applicable local, national, and international laws, regulations, and industry standards. This includes, but is not limited to, pharmaceuticals, medical devices and other applicable regulations for all relevant products, manufacturing standards, labor laws, and trade compliance requirements. Suppliers must monitor legal changes and ensure ongoing adherence to all binding regulations.

Intellectual Property

Suppliers must respect and protect all intellectual property rights of Dr. Pflieger Arzneimittel GmbH, including proprietary information, technical knowledge, trade secrets, formulations, product designs, trademarks, data, and any confidential materials shared during the collaboration. Any information provided by Dr. Pflieger may be used solely for the agreed purpose and must not be copied, disclosed, transferred, or made accessible to third parties without prior written authorization.

Suppliers are required to implement adequate safeguards to prevent unauthorized access, misuse, loss, or infringement of intellectual property. This obligation remains in full force even after the business relationship ended.

Anti Bribery and Corruption

Suppliers must have zero tolerance for any form of bribery, corruption, extortion, or improper advantage. They shall not offer, promise, or provide anything of value to government officials, healthcare professionals, or business partners to influence decisions. Suppliers must implement effective internal controls and training to prevent corruption and ensure transparent interactions across all business activities.

Fair competition

Suppliers must conduct their business in accordance with antitrust and fair competition laws. Practices such as pricefixing, market allocation, bid rigging, and the misuse of confidential competitive information are strictly prohibited. We expect suppliers to compete on the basis of quality, innovation, and performance.



Human Rights and Health

Suppliers must respect and protect internationally recognized human rights. This includes the prohibition of child labor, forced labor, human trafficking, harassment, discrimination, and unsafe working conditions. Suppliers must ensure safe workplaces, fair wages, reasonable working hours, and access to grievance mechanisms. Employee wellbeing and health must always be prioritized.

Sustainability and Environmental Protection

Suppliers shall minimize their environmental footprint by using resources responsibly, reducing waste, and managing emissions in line with applicable environmental standards. Sustainable practices and proactive environmental stewardship are strongly encouraged. Our suppliers are committed to consistently adhering to the principles of environmental, social, and responsible corporate governance in accordance with ESG criteria and to actively contributing to the achievement of internationally recognized sustainability goals. Our suppliers commit to adhering to the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises, thereby ensuring responsible business conduct and proactively accounting for potential future regulatory developments.

Clinical Studies

Suppliers conducting clinical studies shall comply with all applicable laws, ethical principles, and international standards. This includes adhering to Good Clinical Practice (GCP), obtaining all necessary approvals, and ensuring protection of the rights, safety, and well-being of study participants. All results and data must be documented and reported transparently, traceably, and in accordance with the relevant requirements.

Data Protection and Information Security

Suppliers must safeguard all personal, confidential, and business-sensitive information with appropriate technical and organizational measures. They must comply with data protection laws such as the GDPR and other applicable regulations and ensure secure handling, processing, and storage of data. Unauthorized disclosure, misuse, or access to data is strictly prohibited.

Patient safety

Suppliers must prioritize patient safety in all their operations, products, and services. This includes maintaining high-quality manufacturing processes, reporting safety concerns



promptly, and ensuring full traceability of materials. Any deviation that could affect product safety or efficacy must be communicated immediately and addressed without delay.

Internal Code of Conduct

Suppliers are expected to establish and maintain an internal code of conduct addressing ethical behavior, compliance, safety, and quality expectations. This code should be clearly communicated to all employees and enforced through training, monitoring, and disciplinary measures. Suppliers must ensure a workplace culture that reflects responsibility and integrity.

Freedom of Association and Collective Bargaining

Suppliers must respect the right of all employees to freely form, join, or refrain from joining labor unions or other employee representative bodies in accordance with applicable laws. Employees must be allowed to engage in collective bargaining and to select their representatives without fear of retaliation, discrimination, intimidation, or harassment.

Suppliers shall maintain an open and constructive dialogue with employee representatives and ensure that workers can raise concerns, express opinions, and participate in organizational matters safely and without adverse consequences.

Internal Speak-Up

If applicable suppliers must establish and maintain an internal SpeakUp or whistleblower channel that allows employees to report concerns or suspected violations confidentially and safely. This reporting mechanism must be easily accessible, secure, and designed to protect the identity and rights of whistleblowers. All employees must be informed about the existence and purpose of this channel and must be able to use it without fear of retaliation, discrimination, or negative consequences. Reports must be handled promptly, objectively, and confidentially by qualified personnel, and validated findings must lead to appropriate corrective actions. The existence of such an internal reporting process is a mandatory requirement for cooperation with Dr. Pflieger Arzneimittel GmbH and serves to support transparency, integrity, and responsible business conduct across the entire supply chain.

Equal Opportunity and Non-Discrimination

Suppliers must ensure equal opportunity and fair treatment for all employees, contractors, and stakeholders. Discrimination of any kind, whether based on gender, age, origin, nationality, ethnicity, religion, disability, sexual orientation, gender identity, marital status, pregnancy, or any other characteristic protected by law, is strictly prohibited.

Suppliers shall foster an inclusive, respectful, and safe working environment in which all individuals are treated with dignity. Employment decisions, including hiring, training, promotion, and compensation, must be based solely on qualifications, performance, and business needs. Harassment, intimidation, or any form of unequal treatment will not be tolerated.



Quality

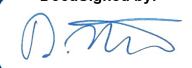
If applicable suppliers must implement and maintain robust quality management systems that comply with Good Manufacturing Practice (GMP), Good Distribution Practice (GDP), ISO standards, and other applicable regulatory frameworks. All materials and services must meet agreed specifications and regulatory requirements. Continuous improvement and transparent communication of quality issues are essential.

As a valued partner in our supply chain, we count on your commitment to uphold these principles. Should you have any concerns about illegal or improper conduct, please reach out to us without hesitation.

Dr. Pflieger Arzneimittel GmbH

Dr. Pflieger Arzneimittel GmbH

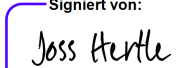
11.05.2026

DocuSigned by:

7F46222D27C940D...

Date, Ralf Will

- Managing Director -

07.05.2026

Signiert von:

5AD809B9AED746C...

Date, Joss Hertle

- Managing Director -