

ZUELLIG PHARMA LABOR AND ENVIRONMENTAL POLICY

I. FAIR LABOR AND EMPLOYMENT POLICY

- 1.1. **Equal Opportunity.** Service Provider/Consultant warrants that it is an equal opportunity employer. As such, it does not undertake any discrimination of any kind. In all stages of employment which includes but is not limited to recruitment, promotion, salary determination, training, transfer and termination, Service Provider/Consultant ensures that all persons are given equal opportunities regardless of sex, gender, race, religion, nationality, disability, political convictions, or other legally protected status.
- 1.2. **Health and Safety.** Service Provider/Consultant understands that the physical and psychological health and safety of its employees are of paramount importance. Service Provider/Consultant aims to provide a workplace that promotes its employees' physical and psychological well-being in compliance with all relevant laws and regulations. Furthermore, Service Provider/Consultant recognizes that every individual has the right to be treated with respect. As such, Service Provider/Consultant strives to uphold a work environment that is free from intimidation, bullying, or victimization behavior. Service Provider/Consultant advocates a culture of confidence so any employee who believes that they are being intimidated, bullied or victimized are free to voice their complaints because such incidents shall be treated with utmost sensitivity.
- 1.3. **Protection against Forced Labor.** Service Provider/Consultant declares that it is a firm advocate of human rights. Service Provider/Consultant warrants that it and its Affiliates do not employ any persons below the legal minimum employment age requirement in all the countries of its operation. Moreover, Service Provider/Consultant does not use any forced labor – prison, indentured, bonded or otherwise. All employees of Service Provider/Consultant are working voluntarily. The employees have the freedom to terminate their employment at any time subject to the notice requirements of the relevant labor law in the country of operation.

II. ENVIRONMENTAL POLICY

- 2.1. **Environmental Measures.** Service Provider/Consultant operates in compliance with all relevant environmental legislation and is committed to providing high-quality services and/or goods that minimize the potential impact on the environment. It employs operational procedures designed to maximize recycling and to minimize the use of hazardous materials and waste generation. Service Provider/Consultant also has appropriate emergency spill response programs in place when necessary or when required by law or legislation. Service Provider/Consultant integrates environmental concerns into its decision-making activities and promotes environmental responsibility to all its employees.

III. COMPLIANCE

- 3.1. Service Provider/Consultant acknowledges that Zuellig Pharma shall continuously monitor the labor and environmental policies of Service Provider/Consultant. During the duration of the Agreement, Zuellig Pharma may, from time to time, request Service Provider/Consultant to provide documentation evidencing Service Provider/Consultant's compliance with this Policy. The documents that Zuellig Pharma may request from Service Provider/Consultant shall depend on the nature of the Agreement.

3.2. Zuellig Pharma considers this Policy to be vital to Service Provider/Consultant's performance of its obligations. If Service Provider/Consultant commits a breach of the labor and environmental policies enumerated in this Policy, Service Provider/Consultant agrees to undergo Zuellig Pharma's Sustainability Development Program wherein Service Provider/Consultant undertakes to improve its sustainability performance through a series of action plans approved by the Zuellig Pharma. Service Provider/Consultant agrees that in the event it fails to undergo the Sustainability Development Program or fails to implement the actions plans developed under the Sustainability Development Program, such failure shall constitute a material breach under the terms of the Agreement and Zuellig Pharma may terminate the Agreement accordingly.