

Declaration

Our commitment to the environment and human rights

Contents

1. Our commitment to international standards of human right	3
2. Self-commitment of the MEDICE Health Family and our business partners	3
3. Vision and Target goals	3
4. Process description	4
4.1. Risk management and risk analysis	4
4.2. Preventive measures and remedial action	4
4.3. Legal remedies and complaints procedure	4
4.4. Documentation und reporting procedure	4
4.5. Dealing with indirect suppliers	5
5. Human rights and environmental risk areas	5
5.1. Disregard for occupational health and safety	5
5.2. Violations of applicable ethical standards	5
5.3. Environmental damage with human rights implications	6
5.4. Discrimination against employees	6
5.5. Further human rights due diligence obligations	6
6. Expectations on employees and suppliers	7
7. Continuous development	7
8. Further documents	7
9. Scope of application	8

1. Our commitment to international standards of human rights

The MEDICE Health Family is an independent, owner-managed family business based in Iserlohn, Germany. The company develops, produces and distributes high-quality medicines, medical devices and digital health products. As a pharmaceutical and nutritional medicine (healthcare) company with more than 1,100 employees worldwide, MEDICE is aware of its high level of responsibility towards society, employees and business partners. Accordingly, we are committed to respecting recognized human rights and sustainability standards along the entire value chain. On this basis, we are committed, among other things, to the fundamental principles and rights at work of the International Labor Organization (ILO).

2. Self-commitment of the MEDICE Health Family and our business partners

We are fully committed to complying with human rights and sustainability standards in all our activities. We take responsibility for our employees and are committed to considering the social and environmental impact of our actions. We also promote and protect human rights and sustainability standards in our relationships with business partners along the value chain and are committed to establishing a human rights and sustainability-compliant purchasing organization.

3. Vision and Target goals

In its vision, MEDICE consciously refers to its tradition as a family business. The decisions made today should form a sustainable foundation for future generations. In this way, MEDICE is making a particular contribution to achieving the third goal of the UN Sustainable Development Goals. The goal is: „Ensure healthy lives and promote well-being for all, at all ages“. This active responsibility generates solutions of sustainable and therefore future-proof quality and scope.

4. Process description

We use a standardized procedure to operationalize our human rights and sustainability goals. This procedure is regularly refined in line with our continuous improvement process.

4.1. Risk management and risk analysis

The risk analysis of our own business area and for our direct suppliers takes place on an ad hoc basis or at least once a year on the basis of selected country and product group risks. This systematic approach therefore considers the entire MEDICE value chain.

Based on the results, a risk score is determined that describes the resulting overall risk in both quantitative and qualitative terms. If a risk is identified in the subsequent specific risk assessment, the measures described in section 4.2 below are initiated.

4.2. Preventive measures and remedial action

Suitable preventive and remedial measures from a central catalogue of measures are used to mitigate an identified risk. The effectiveness of the measures is reviewed in regular intervals and, if necessary, the measures are adjusted.

4.3 Legal remedies and complaints procedure

We have set up secure and anonymous whistleblowing software to identify violations of human rights and environmental principles and initiate remedial measures. This enables employees and business partners to report concerns regarding non-compliance with human rights and environmental obligations. Complaints are treated with the utmost confidentiality and the anonymity of the whistleblower can be protected by an encrypted reporting channel.

4.4. Documentation und reporting procedure

In addition to the annual report published by the MEDICE Group, there is also standardized reporting on the human rights and environmental incidents of the past financial year as well as on the preventive and remedial measures introduced on the basis of an annual report.

4.5. Dealing with indirect suppliers

All components described in this chapter (chapters 4.1 - 4.4) of the process for operationalizing the human rights and sustainability goals apply to MEDICE's own business area as well as to our direct suppliers. If we become aware of violations by indirect business partners, we take appropriate measures to reduce the impact of these.

5. Human rights and environmental risk areas

With the help of an initial risk analysis in our own business area as well as with direct suppliers, we were able to identify a low to moderate risk profile, particularly in the areas of working conditions, ethics and the environment as well as discrimination. Based on these findings, we focus in particular on the human rights and environmental aspects explained below.

5.1. Disregard for occupational health and safety

In manufacturing companies in the pharmaceutical sector, risks relevant to the Act on Corporate Due Diligence Obligations in Supply Chains (German: LkSG) may arise in connection with working conditions. The health and safety of our employees is of the utmost importance to us, which is why we are committed to creating a safe working environment and complying with healthy working conditions. With these regulations, we ensure a working environment in which the health of employees is maintained, accidents and injuries are avoided and absenteeism is reduced. If a violation of these requirements is identified at a direct supplier, appropriate countermeasures are initiated to mitigate the situation.

5.2. Violations of applicable ethical standards

The conduct of clinical trials has been identified as a risk factor for possible violations of applicable ethical standards relevant to the LkSG. MEDICE is committed to complying with ethical standards in all business activities and especially when conducting clinical trials. The relevant ethics committee also reviews the proposed study protocol and associated documents to ensure that they meet ethical and legal standards. This includes reviewing the study design, the consent of the participants, the risk assessment and other relevant aspects. Only after a positive ethics review a study can be started.

5.3. Environmental damage with human rights implications

MEDICE is committed to environmental protection and advocates compliance with environmental protection standards in order to reduce and prevent environmental damage. We are aware that all our business activities have an impact on the environment and the climate. We are therefore committed to complying with environmental standards in all our activities and thus also to preventing environmental damage with human rights consequences. Within our own business area, we attach great importance to minimizing our environmental impact, which is why we use photovoltaic systems and district heating instead of fossil fuels, among other things. In addition, we promote the environmentally friendly handling of waste within our business unit and at our suppliers and are committed to the ban on the import and export of hazardous waste and the ban on persistent organic pollutants. MEDICE also rejects the unlawful deprivation of land, forests and waters that serve as the foundation of human life. If our suppliers violate these principles, countermeasures are initiated.

5.4. Discrimination against employees

MEDICE rejects any form of discrimination or harassment based on ethnic or social origin, gender, religion, age, health status, sexual orientation, gender identity, skin colour, political beliefs, nationality, or other legally protected characteristics. We are committed to promoting diversity and a working environment in which mutual respect and acceptance are essential values. If MEDICE becomes aware that the given requirements are not being complied with, especially by (direct) suppliers, we will take appropriate countermeasures.

5.5. Further human rights due diligence obligations

We reject all forms of child labour and forced labour. We demand from our (indirect) suppliers that all forms of work are always performed voluntarily and that all forms of forced labour, slavery and human trafficking are strictly condemned and will not be tolerated. Furthermore, MEDICE rejects and condemns any disregard for freedom of association.

6. Expectations on employees and suppliers

As an organization, we expect all our employees to act appropriately towards colleagues, business partners and communities in accordance with the defined principles. We also expect our business partners to establish appropriate structures for respecting human rights and sustainability standards and to pass these on to their business partners in order to ensure the integrity of the supply chain.

If an employee, business partner or community along the MEDICE value chain violates human rights or environmental principles, appropriate remedial measures are initiated. The same applies to violations that are reported through a channel of the complaint mechanism.

Depending on the severity of the violation or in the event of proven violations of the law, we reserve the right to forward the violation to the responsible authorities. This may result in internal as well as civil or criminal consequences.

7. Continuous development

MEDICE's goal is to create long-term added value through sustainability. We follow a continuous improvement process to achieve this goal.

The policy statement is regularly reassessed and updated in line with current progress in relation to human rights and environmental protection.

8. Further Documents

[1] MEDICE Code of Conduct

[2] MEDICE Supplier Code of Conduct

9. Scope of application

This policy statement applies to all divisions and subsidiaries of the MEDICE Health Family. The policy statement is implemented taking into account the respective country and location-specific requirements and guidelines as well as the objectives and principles defined by the MEDICE Health Family.

A declaration signed by the entire management is available in the original German version