



# SUPPLIERS' CODE OF CONDUCT

**April 2024**



## PURPOSE

Uriach believes in the power of nature enhanced with science, as the best way to improve human health and wellbeing, and the most sustainable too. We want to have a positive impact both on people's life and the planet. We are firmly committed to society and environmental protection, and we promote ethical and responsible behaviour among all our professionals to fairly develop our business.

As Uriach does, we do expect Uriach's suppliers, clients, distributors and any other partners (hereinafter "Third Parties"), to honour the principles and standards outlined hereunder as the Suppliers' Code of Conduct (hereinafter "Suppliers' Code of Conduct") in the management of their activity. Such Code of Conduct is also in compliance with Due Diligence principles, standards established by the International Labour Organization and the principles of the United Nations Global Compact.

The principles and standards set in this Suppliers' Code of Conduct, do not replace any applicable - locally or globally - legal requirements. In addition, if the Suppliers' Code of Conduct is in contradiction with the applicable law, the applicable law shall prevail.

## 1. SOCIAL AND ETHICS

**Working hours:** Third Parties must comply with the limits set by the applicable labour legislation, and so, shall not impose excessive overtime and/or overtime during any crunch period (weekends, vacations, official bank holidays, etc.).

**Forced labour:** Third Parties are committed not to use forced labour in forms like duress, threat, servitude, unfairly work-contracts or any other illegal constrain. Compulsory labour is totally forbidden.

**Compensation:** Third Parties shall pay timely regular wages, overtime, benefits and required bonuses at the minimum legal rate set by the country of origin or at least, equal to the average minimum in the industrial sector where Third Parties belong to.

**Child labour:** Third Parties will be compliant with the legal framework for admission to employment or work, which cannot be less than the age for completing compulsory schooling and in any case, not less than 15 years old, with independence of the country and type of work.

**Freedom of association:** Third Parties shall respect and recognize the right of each employee to freely associate or join trade unions at their choice and without penalty, discrimination or harassment.

**Non-discrimination:** Third Parties shall regularly treat all their employees equally and fairly. Likewise, Third Parties shall not practice any kind of discrimination during hiring, promotion, training and/or dismissal process based on gender, race, religion, age, disability, sexual orientation, beliefs, political affiliation and economical status.



**Health and Safety:** Third Parties shall provide a safe and healthy workplace and shall ensure their workers are dully trained and well-equipped for handling hazardous products or tasks, in compliance with local/international regulations. Third Parties shall have systems or programs to regularly detect and monitor any physical or mental risk for their employees and establish the appropriate measure to protect against them.

**Ethics:** Third Parties are firmly committed to managing their business with integrity and working in an honest, respectful and ethical manner. Conducts such as corruption, fraud and bribery are totally forbidden, and Third Parties will have mechanisms to detect and punish such illegitimate practices if they may occur.

**Human Rights:** Third Parties respect and foster human rights internationally in all their operations and along the entire value chain as a key mindset on their business practices. Third Parties have a clear and proactive commitment to support human rights for a free and fulfilling life as it is promoted in the European Convention on Human Rights.

## 2. ENVIRONMENT

**Environmental Regulations and certifications:** Third Parties must have any environmental authorisation required (and duly updated) to run their business activity, as well as the responsibility to regularly protect the environment through sustainable initiatives, friendly technologies and the existence of an environmental management system. Third Parties shall proactively calculate their carbon footprint and have the relevant data available to Uriach upon request.

**Resource conservation and climate change mitigation:** Third Parties are committed to have a responsible and efficient use of natural resources (i.e. water, energy, raw materials, etc.), by reducing or minimizing their consumption/usage with the aim to mitigate the impact on the environment. Third Parties will also boost innovative environmental methods to replace harmful materials and adopt practices that involve reducing, recycling or reusing materials, and they will be open to hearing improvement proposals in the areas of decarbonization or circularity related to the services provided, as might be shared or suggested by Uriach.

**Responsible sourcing and waste management:** Third Parties undertake to properly and lawfully manage the usage of materials, as well as to reduce the amount of residual waste. Both sourcing and disposing of any materials or waste shall be handled lawfully and with minimum environmental impact.

## 3. QUALITY AND SECURITY

Third Parties must ensure applicable quality standards as well as the contractually agreed requirements that meet Uriach's needs. Likewise, Third Parties must also safeguard their supply chain from counterfeiting and adulteration and be able at anytime, to provide evidences of a rigorous production and supply activity and to inform Uriach about any issue that may occur.



## 4. MANAGEMENT SYSTEMS, MONITORING AND RESPONSIBILITIES

Third Parties shall have management systems to ensure this Suppliers' Code of Conduct is implemented and monitored. Third Parties are committed to proactively identify and assess risks in relation to the accomplishment of the content of this Suppliers' Code of Conduct, and to mitigating those risks in order to ensure a righteous respect of their commitment.

Third Parties shall keep records and evidence to prove compliance with this Suppliers' Code of Conduct as well as to provide access to complete and accurate data to Uriach or Uriach's representatives when required. In the event of any deficiency, violation or breach of this Suppliers' Code of Conduct caused by Third Parties, that Uriach or Uriach's representatives might detect, Third Parties will have thirty (30) calendar days to remedy it. If on expiry of this period, the breach has not remedied or fixed, Uriach reserves the right to terminate the existing business relationship at any time.

## 5. CONTACT US

Uriach makes available to Third Parties the following channels to address any issues, doubts or inquiries:

### For Compliance, Ethics, or raising a concern/complaint:

Integrity, accountability and transparency are core values for Uriach. As Uriach partners, Third Parties have an obligation to know and understand this Suppliers' Code of Conduct, and to report any possible non-compliance with it or with any other regulations, thereby participating to Uriach's continuous improvement.

- General Compliance contact:  
[compliance@uriach.com](mailto:compliance@uriach.com)

### For general information:

- [info@uriach.com](mailto:info@uriach.com)

## URIACH



b10a541b-9803-394b-9d9e-b33786eed8a  
2024-04-08 10:22:47 UTC

### Oriol Segarra

CEO & Managing Director