

# Supplier Integrity Commitment

All business activities at the Siegfried Group (“Siegfried”) are based on and guided by our five corporate values: excellence, passion, integrity, quality and sustainability.

## Preface

**Our Values: We strive for outstanding performance**

“Our values and leadership principles are the basis to build the strongest team in the industry”

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**Excellence**  
“We excel in everything we do.”
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**Passion**  
“We care deeply about what we do and how we do it.”
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**Integrity**  
“We act responsibly, reliably, respectfully and live up to our own standards.”
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**Quality**  
“We do things right the first time.”
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**Sustainability**  
“We think far beyond tomorrow.”

Integrity and sustainability are key elements of Siegfried’s corporate strategy, and they are integrated in our daily work. Just as we hold ourselves to the highest standards, we expect the same commitments to be shared by all parties along our supply chain. To reinforce this commitment, we require that our Suppliers uphold these standards within their own operations and extend them throughout their supply chains. By adhering to this guideline (“Supplier Integrity Commitment”), you support us in our ambition to cultivate the most powerful network and the strongest team in the CDMO industry. For more information on our global integrity and sustainability goals, please visit [www.siegfried.ch/sustainability](http://www.siegfried.ch/sustainability).

## Preface

The Supplier Integrity Commitment shall be applicable to all our suppliers, contractors, service-providers, agents and distributors (“Suppliers”) and covers the following four areas of responsibility:



We carefully monitor the adherence to the Supplier Integrity Commitment and the implementation is a key criterion in our selection and evaluation of our Suppliers. In the event that we become aware of any actions or conditions not in compliance with the Supplier Integrity Commitment, we reserve the right to request corrective actions and the right to terminate any agreement with any Supplier who does not comply with the Supplier Integrity Commitment.

## 1 Human Rights & Labour

Siegfried's Suppliers support and respect the protection of internationally proclaimed human rights, as outlined by the International Labour Organization (ILO), and treat workers with dignity and respect.

- Siegfried's Suppliers must not use forced or child labour.
- Siegfried's Suppliers respect employee's rights to join or refrain from organizations.
- Siegfried's Suppliers provide a workplace free of discrimination and harassment in full compliance with all applicable labour laws and regulations.

## 2 Ethics

Siegfried's Suppliers conduct their business in an ethical manner and act with integrity.

- Siegfried's Suppliers endorse stringent legal and ethical standards in all their business relationships and ensure that their employees and representatives adhere to all applicable laws when performing business activities.
- Siegfried's Suppliers do not tolerate any form of bribery and corruption, extortion and embezzlement.
- Siegfried's Suppliers prohibit their employees and representatives from having any involvement in breaching any applicable laws and regulations that protect free and fair competition.
- Siegfried's Suppliers ensure that all trade secrets and other sensitive business related data or information of Siegfried or its business partners are kept confidential at all times.

## 3 Health & Safety

Siegfried's Suppliers provide a safe and healthy working environment.

- Siegfried's Suppliers comply with all applicable health and safety laws and regulations.
- Siegfried's Suppliers protect employees from over exposure to chemical, biological, physical hazards and provide access to potable water.
- Siegfried's Suppliers have a health and safety organization that defines, implements and trains their employees with regard to (i) workers health and protection, (ii) process safety and (iii) maintenance and emergency response.

## 4 Environment

Siegfried's Suppliers operate in an environmentally responsible and efficient manner with the aim to minimize adverse impacts on the environment.

- Siegfried's Suppliers comply with all applicable environmental laws and regulations and they obtain and maintain all required environmental authorizations and permits.
- Siegfried's Suppliers are committed to conserve natural resources, to reduce their carbon footprint and to minimize the use of hazardous materials.
- Siegfried's Suppliers have systems in place to (i) ensure safe handling and disposal of waste, air emissions and wastewater discharges and to (ii) prevent and mitigate accidental spills and releases to the environment.

## Report to Siegfried

In the event of a concern that is covered by this Supplier Integrity Commitment and that might affect Siegfried as the contract partner, employees and representatives of Suppliers shall immediately report any violations to Siegfried by sending an e-mail to [integrity@siegfried.ch](mailto:integrity@siegfried.ch) or by using Siegfried's speak-up helpline that can be found at [www.siegfried.ethicspoint.com](http://www.siegfried.ethicspoint.com).

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### Contact

Siegfried Holding AG  
Untere Brühlstrasse 4  
4800 Zofingen

Switzerland  
[integrity@siegfried.ch](mailto:integrity@siegfried.ch)  
[www.siegfried.ch](http://www.siegfried.ch)