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Ethical Code for Third Parties



Ethical code for third parties

1. Social

In accordance with our mission of acting *for good*, at Ferrer we are firmly committed to society, people and the planet.

2. The Environment

We are convinced that business relationships are more responsible, sustainable and productive when they are based on shared values. That means we expect our suppliers, distributors, licensees and any other third parties Ferrer collaborates with (the “Third Parties”) to honour the commitments set out below:

3. Quality

- Respect for human rights and worker’s rights;
- Healthy, safe and inclusive work environments;
- Environmental protection;
- Compliance with product and service quality standards following patient safety guidelines;
- Acting ethically and with integrity;
- Compliance with the law, regulations and business integrity;
- Management systems.

4. Ethics

Third Parties agree to accept the principles detailed in this Ethical Code and to act in accordance with its content.

5. Management Systems

6. Implementing and Monitoring

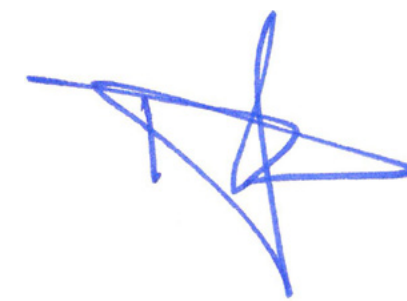
7. Contact us



Mario Rovirosa
CEO



Beatriz Vila
Chief People and
Sustainability Officer



David Ferrer
Chief Financial and Corporate
Services Officer



Meritxell Casas
Chief Legal Officer

The principles and values contained herein are not a substitute for any applicable legal requirements. Therefore, each Third Party is responsible for adapting these principles to the reality of the place where the services are located or provided, always making sure to respect the applicable legal framework.



1. Social (Work, Health and Safety)

Ferrer is committed to ensuring that everyone is treated with dignity and respect, and therefore expects Third Parties to protect the rights and health and safety of their employees.

1. Social

2. The Environment

3. Quality

4. Ethics

5. Management Systems

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Free choice of employment

Ferrer prohibits forced labour. Third Parties must avoid forced labour in all its forms. Forced or involuntary labour, slavery, servitude, involuntary prison labour and long-term contracts without a termination clause are not permissible.



Child labour

Ferrer Third Parties shall ensure that they comply with the standards established by the International Labour Organization and the principles of the United Nations Global Compact on ending child labour in the supply chain. Minors may only carry out work that does not involve any risk, and only when they are of legal age to work, or old enough to have completed compulsory education in their country of residence.



Non-discrimination

Third Parties are expected to ensure equal treatment of all their employees. This clause means not discriminating against any employee on the grounds of social background, nationality, race, colour, age, religious orientation, physical attributes, sex, sexual orientation, gender identity, pregnancy, physical or mental disability, political affiliation, union membership, veteran status or marital status.





1. Social (Work, Health and Safety)

1. Social

2. The Environment



Fair treatment

Third Parties shall not engage in any form of abuse of their workers, including inhuman treatment, physical punishment, torture, insults, harassment, physical or mental coercion, physical or verbal abuse, or threats of such treatment.

3. Quality



Working hours, wages and benefits

Third Parties must comply with all applicable labour legislation. In accordance with the foregoing, the working day will not exceed the maximum allowed time, and remuneration will ensure at least minimum wage, overtime, employee benefits and required bonuses. In addition, these wages must be paid to employees in a timely manner, and they must be fair and competitive enough to provide a decent standard of living for employees and their families.

4. Ethics

5. Management Systems



Freedom of association

Third Parties shall respect the rights of their workers to freely associate, join trade unions, hold positions on works councils and participate in collective bargaining, in accordance with applicable law. Similarly, they shall not discriminate against employees or take any measures to disadvantage employees who engage in any of these activities, or who act as workers' representatives.

6. Implementing and Monitoring



Equality of opportunity

Ferrer expects Third Parties to ensure equal opportunities in terms of access to work and professional development.

7. Contact us





1. Social (Work, Health and Safety)

1. Social

2. The Environment



Worker protection and safety

Third Parties shall ensure a safe and healthy working environment.

Third Parties shall protect workers from exhausting tasks and excessive exposure to chemical, biological and physical hazards, both in the workplace and in company-provided accommodation.

3. Quality



Process security

Third Parties must have safety programmes in place to prevent or mitigate incidents related to operations or processes involving the treatment of chemicals and toxic substances, in order to avoid leaks that put people in danger, whether inside and outside the establishment.

4. Ethics

Likewise, Third Parties shall comply with occupational health and safety and risk prevention regulations and establish appropriate measures to protect workers and reduce the health and safety risks to which they are exposed, both in the workplace and in any accommodation provided by the company.

5. Management Systems



Risk communication and training

Third Parties must educate, train and protect workers with safety information related to hazardous materials, making sure it is available for review.

6. Implementing and Monitoring

7. Contact us





1. Social (Local recruitment and diversity criteria)

1. Social

2. The Environment

Ferrer is committed to having a positive impact on local communities and understands the social and environmental importance of buying locally.

3. Quality

Ferrer values Third Parties that implement diversity and inclusion criteria, both in terms of business ownership and work practices.

4. Ethics

Third Parties will, whenever possible, implement programmes that recognise, respect and invest in the local communities where they operate, in order to meet their environmental and social demands and/or needs.

5. Management Systems

6. Implementing and Monitoring

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2. The Environment

1. Social

2. The Environment

Ferrer Third Parties undertake to protect the environment, as far as possible, reducing adverse impacts on it, and encouraging the reuse and recycling of materials, as well as avoiding the use of hazardous materials.

3. Quality



Environmental authorisations

Third Parties must comply with applicable legislation on environmental authorisations, just as they must obtain all the permits and licenses related to environmental matters, where they are required to start an activity. Third Parties must also carry out formal obligations in relation to registering information and environmental restrictions.

4. Ethics



Waste and emissions

Ferrer Third Parties must have, or must implement, management programmes that ensure the safe handling, shipment, storage, recycling, reuse and management of waste, gas emissions and residual waste. Taking into account the potential harm that chemicals and toxic substances can cause to humans, special attention must be paid to the final disposal phase, so that any waste product, and its potential impact on the environment, is quantified and classified.

5. Management Systems



Waste disposal

Ferrer Third Parties must have systems in place to prevent accidental spills and leaks and, where appropriate, to mitigate their impact and consequences on the environment.

6. Implementing and Monitoring

7. Contact us





2. The Environment

1. Social

2. Medioambiente



Sustainability, resource preservation and climate protection

Ferrer Third Parties are expected to make efficient and rational use of natural resources, such as water, energy sources and raw materials, reducing consumption as far as possible in order to mitigate the impact on the environment. Ferrer Third Parties will also ensure that new environmentally friendly techniques and procedures are incorporated into the production chain. Along the same lines, efforts will be made to replace harmful materials, wherever possible, with substitutes that are less harmful to the environment, and to ensure the proper recycling and reuse of materials.

3. Quality

4. Ethics



Conflict minerals

Third Parties must not supply Ferrer with products containing metals from minerals or by-products that originate from conflict zones that directly or indirectly finance armed groups.

5. Management Systems

6. Implementing and Monitoring

7. Contact us





3. Quality

Ferrer Third Parties must ensure compliance with current and applicable quality standards and contractually agreed requirements and shall provide goods and services that meet Ferrer’s needs and are safe for their intended use.

Likewise, Third Parties must be honourable and, consequently, avoid counterfeiting and adulteration in their supply chain, and provide all the necessary documentation that demonstrates the quality of the goods or services provided.

Therefore, it is the responsibility of each Third Party to inform Ferrer of any problem identified on the supply chain.



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2. The Environment

3. Quality

4. Ethics

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4. Ethics

Ferrer Third Parties will govern and manage their businesses ethically and act with integrity

1. Social

2. The Environment

3. Quality

4. Ethics

5. Management Systems

6. Implementing and Monitoring

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Business integrity

Ferrer Third Parties must prohibit conducts such as corruption, extortion, embezzlement and fraud. Third Parties must not give special benefits, offer, pay or accept bribes or take part in any other kind of unlawful incentive in the framework of commercial or governmental relations. The aforementioned includes that it is forbidden to promise, offer or give gifts or other unjustified advantages to Ferrer employees who break Ferrer's internal regulations in this regard.



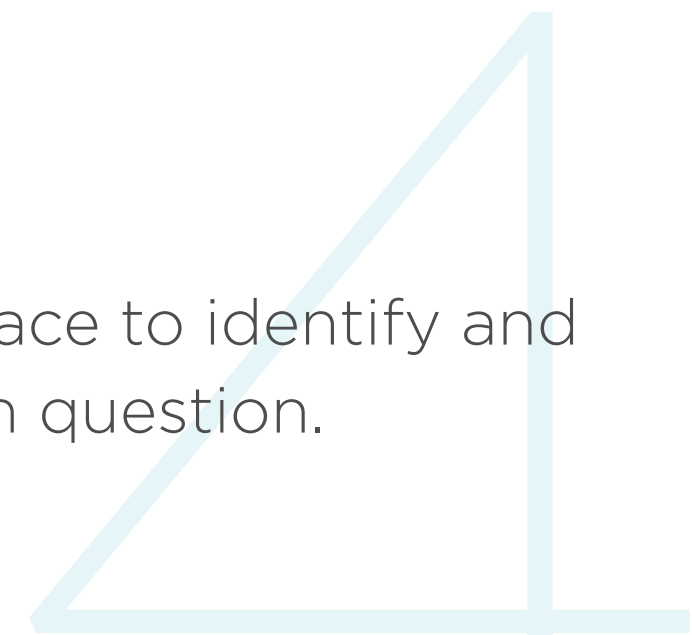
Promotional activity

All Third Party activities and promotional materials must comply with applicable regulations, including Sectoral Codes of Self-Regulation, and comply with the high scientific and ethical standards required by Ferrer. Third Parties will guarantee the veracity of all promotional and informative activities and communications, as well as the transparency of their actions. Interactions with healthcare professionals and healthcare organisations will comply with the aforementioned regulations and must have the ultimate goal of the legitimate exchange of scientific information for the ultimate benefit of patients.



Conflict of interests

Ferrer Third Parties shall, as far as possible, avoid conflicts of interest and have mechanisms in place to identify and manage them in the most appropriate manner, informing all the parties affected by the conflict in question.





4. Ethics

1. Social

2. The Environment

3. Quality

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5. Management Systems

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Patient safety and access to information

Ferrer Third Parties are committed to putting patient safety first and providing reliable, clear and up-to-date information about their products and services. When in charge of clinical trials, Third Parties must comply with all applicable legal requirements, as well as the principles of the Declaration of Helsinki.



Fair competition

Third Parties must comply with current and applicable regulations on fair competition and anti-competitive practices.



Protection of information

Third Parties must protect and guarantee the privacy of the personal data of all their employees and business partners. Third Parties are obliged to protect and make good use of any confidential information they become aware of through their contractual relationship with Ferrer and must respect Ferrer's intellectual and industrial property rights.



Animal welfare

Third Parties must minimise clinical animal trials and make use of alternatives whenever possible, provided that they are scientifically valid and accepted by the authorities. Where clinical trials can only be carried out on animals, they shall be treated in a humane manner that minimises their pain and suffering.





5. Management Systems

Ferrer Third Parties are expected to have management systems in place that facilitate and ensure regulatory compliance, including the standards of this Ethical Code, business continuity and improvement of their operations.

1. Social

2. The Environment

3. Quality

4. Ethics

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Commitment and responsibility

Third Parties must identify and comply with all the applicable laws, regulations, rules and standards of the pharmaceutical industry. In addition, they will demonstrate their commitment to the principles mentioned in this Ethical Code and design an action plan to ensure compliance with the regulations contained therein. Ferrer expects Third Parties to identify, evaluate and manage risks in relation to the aspects detailed in this Ethical Code, as well as to provide the necessary resources to ensure compliance with the provisions of this Code.



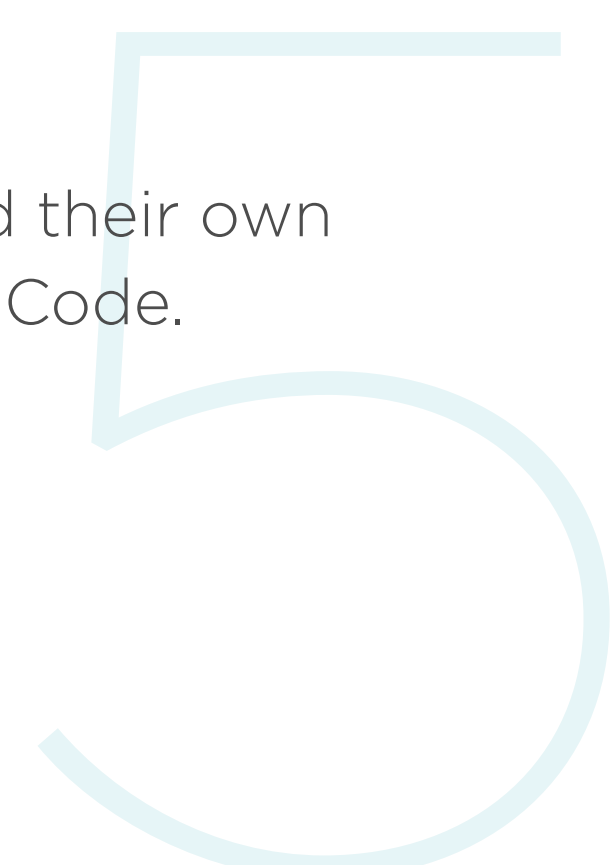
Documentation and records

Third Parties must hold the necessary documentation to demonstrate compliance with current and applicable legislation. Third Parties must comply with generally accepted accounting principles and must accurately record all financial information and reflect it in the financial and accounting records.



Training and communication

Ferrer Third Parties are expected to train, transfer and raise awareness among their employees and their own suppliers and subcontractors of the importance of complying with all the guidelines in this Ethical Code.





5. Management Systems

1. Social

2. The Environment

3. Quality

4. Ethics

5. Sistemas de gestión

6. Implementing and Monitoring

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Identifying problems

Third Parties must establish the appropriate mechanisms to allow and encourage all their employees to communicate any concern or incident in the workplace (or in other areas or accommodation belonging to the Third Party), that contravenes the rules established in this Ethical Code, ensuring that there is no retaliation against the complainant.



Systems security

Third Parties must take all the necessary technical and administrative measures to prevent access to and/or misuse of information stored in their systems. Likewise, they must have a procedure in place that is capable of responding adequately to any attack on their systems or information leak, including notifying Ferrer immediately, where applicable.



Continuous progress

Starting from the implementation of regulatory compliance management systems, the Third Parties must establish objectives and goals, design and execute plans, establish checks and carry out reviews and inspections, as well as correct any deficiencies and find solutions and alternatives to improve the system and ensure compliance with the regulations established in this Ethical Code.





6. Implementing and Monitoring

1. Social

Ferrer may evaluate all its Third Parties to verify and ensure compliance with the issues covered in this Ethical Code, through requests for information, investigations, on-site visits and audits.

2. The Environment

Certification from independent entities, such as BCorp, ISO, Fair Trade, and so on, will be taken into consideration.

3. Quality

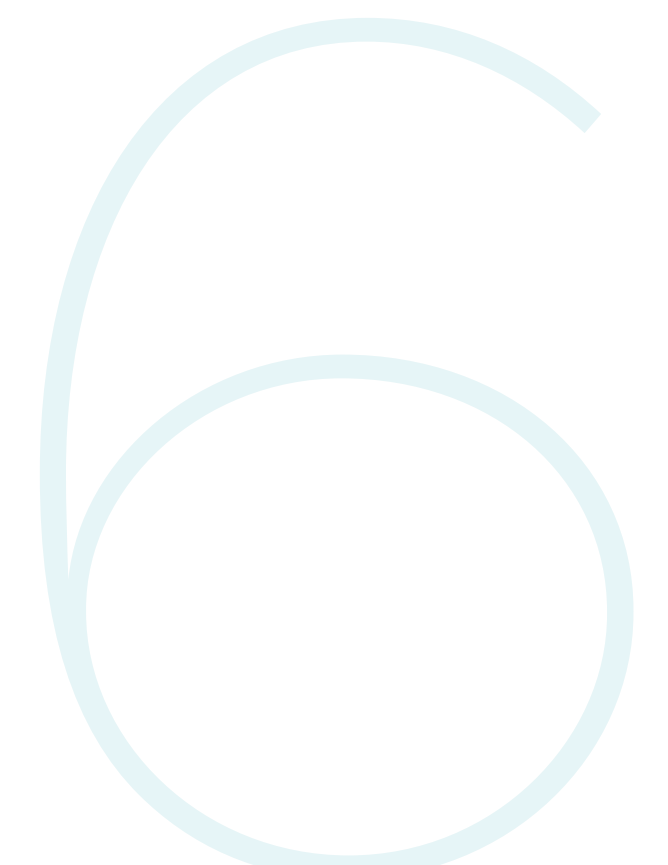
In the event of a breach of this Ethical Code, Ferrer reserves the right to exclude a potential Third Party or terminate any existing business relationship.

4. Ethics

5. Management Systems

6. Implementing and Monitoring

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7. Contact us



Ferrer makes available to its commercial partners and third parties the following channels:

1. Social

2. The Environment

3. Quality

4. Ethics

5. Management Systems

6. Implementing and Monitoring

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Consultations

If in doubt, Third Parties may contact Ferrer's [Corporate Procurement Department](#) or [✉ compliance@ferrer.com](mailto:compliance@ferrer.com)



Speak up

In the event of having any suspicions or discovering any potential irregularity, Third Parties must contact the Ferrer's [Corporate Whistleblowing Management System](#) on the corporate website:
[🗨 Ethics and Compliance | Ferrer](#)





Grupo Ferrero Internacional, S.A.

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