Nordic Prime – Supplier Code of Conduct

Introduction

At Nordic Prime, we believe that responsible and transparent partnerships with our suppliers are essential to delivering high-quality healthcare solutions.

This Supplier Code of Conduct outlines the principles we promote across our supply chain and reflects our expectations for responsible business conduct. It is intended to support collaboration, accountability and continuous improvement.

We expect suppliers to comply with this Supplier Code of Conduct and do their best to meet their requirements within their organizations and throughout their supply chain.

International Conventions and Laws

Nordic Prime supports international conventions and laws for responsible business conduct.

These include, but are not limited to:

- The UN Universal Declaration of Human Rights (1948)
- ILO's core conventions on forced labor, child labor, discrimination and freedom of association and organizational laws
- UN Convention against Corruption
- The environmental protection legislation in the country of manufacture
- The occupational safety and health legislation applicable in the country of manufacture

We expect our suppliers to be aware of these conventions and frameworks and to acknowledge and comply with these in their operations and decision-making processes.

Business Ethics and Integrity

Suppliers are expected to conduct their business in an ethical and responsible manner.

This includes:

- Acting with honesty and integrity in all business interactions
- Complying with applicable laws and regulations

- Avoiding conflicts of interest
- Supporting fair competition
- Working against corruption, bribery, exploitation and unethical practices

Transparency and open communication are considered essential for building trust; thus this is an important aspect for Nordic Prime.

Human Rights and Labor Standards

Respect for human rights is a fundamental principle in our partnerships.

Suppliers are expected to act according to above conventions including:

- Treating employees with dignity, fairness and respect
- Provide fair working conditions
- Avoid all forms of forced labor, child labor, exploitation, bribery and corruption
- Support equal opportunities and non-discrimination
- Respect employees' rights to freedom of association

Suppliers are encouraged to continuously improve their labor practices.

Health, Safety and Quality

High standards in health, safety and quality are essential in the pharmaceutical industry. Nordic Prime strive at collaborating with suppliers who are dedicated in keeping standards high throughout time.

Suppliers are expected to follow the occupational safety and health legislation applicable in the country of manufacture, hereunder:

- Provide a safe and healthy working environment
- Promote employee wellbeing and safety awareness
- Ensure appropriate quality standards in products and services
- Work systematically to reduce risks and prevent incidents

Continuous improvement and proactive risk management are strongly encouraged.

Environmental Responsibility

Nordic Prime promotes environmentally responsible operations throughout the supply chain. It is important the suppliers to Nordic Prime share this focus.

Suppliers are expected to comply with environmental protection legislation in the country of manufacture and relevant conventions, hereunder:

- Work towards reducing environmental impact, including emissions and waste
- Use ressources responsable
- Support initiatives that contribute to sustainability and climate responsibility

We encourage suppliers to develop and strengthen their environmental practices over time.

Responsible Business Practices

Suppliers play a key role in maintaining trust and accountability. Nordic Prime views Supplier relationships as long-term partnerships built on mutual trust.

Suppliers are expected to:

- Maintain accurate and transparent records
- Protect confidential information and personal data
- Respect intellectual property rights
- Support and communicate openly about risks, challenges and improvements
- Maintain constructive and open dialogue
- Encourage transparency and knowledge sharing

Nordic Prime requests a structured and responsible approach to business practices.

Implementation

Suppliers are expected to be aware of and consider the principles outlined in this Code.

Nordic Prime may engage in dialogue with suppliers to better understand how these principles are reflected in practice.

Nordic Prime will assess Supplier's Code of Conduct with a certain frequence through questionnaire and dialogue.

Nordic Prime believes that responsible business conduct is achieved through collaboration, transparency and shared ambition.

Together with our suppliers, we aim to contribute to a more sustainable and responsible healthcare system.