

## Sustainability Principles for Suppliers

Hovione is dedicated to serving the Pharma Industry through the provision of services and products that save human lives and improve the quality of life. The mission of our Company and the nature of our activity implies great responsibility.

Since its foundation, the activity of Hovione has been governed by ethical values that have been transmitted down from our Founders, Diane and Ivan Villax. Hovione believes that respect for these values is the basic principle for the healthy growth of the Company, permeating and guiding our business conduct and human relations. This behavior is based on **trust, honesty** and **loyalty**. These values express themselves in our sense of responsibility and diligence towards the Company and towards each other, in our **compliance with the Law** and in courteous and respectful behavior.

Hovione expects a conduct in accordance with responsible business practices such as **Labor, Ethics, Environment, Health and Safety**.

### Labor

Suppliers shall uphold Human Rights, as established internationally in the [Universal Declaration of Human Rights](#).

All human beings are born free and equal in dignity and rights. Everyone has the right of life, liberty and security, as well as to freedom of thought, conscience and religion. Everyone has the right to freedom of opinion and expression. Everyone has the right to just and favorable conditions of work, as well as to education and to full and complete citizenship.

Suppliers shall have zero-tolerance for discrimination of any kind, for bullying or for harassment.

Supplier's commitment to Labor practices shall cover the freedom of association, collective bargaining, prohibition of child and forced labor and non-discrimination.

Suppliers shall provide a fair and equitable remuneration, assuring the payment of a living wage and the balance between professional and personal life.

This is aligned with the [ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up](#).

### Ethics

Suppliers shall not support any type of fraud or money laundering and shall not tolerate bribery or corruption nor seek an unfair advantage or behave anti-competitively.

Suppliers shall work under contractual obligations of confidentiality, protect and keep confidential all scientific, industrial and business information obtained.

Suppliers shall ensure that their workers relationships with each other are professional at all times.

All workers should be encouraged to report all concerns regarding illegal activities in the workplace without fear of retaliation, reprisal or intimidation. Suppliers shall investigate and take corrective measures if needed.

### Environment, Health and Safety

Suppliers shall commit to protect human health, natural resources and the environment and as a minimum comply with all related legal requirements.

Suppliers shall actively support the principle of prevention of environmental impacts and are encouraged to minimize the use of natural resources and hazardous materials.

Suppliers shall have systems in place for the management of waste (recycle and reuse), air emissions, wastewater discharges and accidental spills and releases to the environment.

---

*If by any reason a supplier neglect's or does not agree with these principles, showing no interest or will to improve or implement them, Hovione reserves the right to assess the continuation of the commercial relationship.*

