



*Ruveon
Supplier
Code of Conduct*

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Introduction

Sustainability is an essential component of our corporate strategy, our business activities, our corporate values and the way in which we operate our businesses.

Purpose & Scope

Ruveon is a wholly owned subsidiary of Bayer AG. This Supplier Code of Conduct reflects Ruveon's own commitments and is consistent with the principles of the Bayer Group. Ruveon independently administers its supplier relationships and compliance programs under this Code. This Supplier Code of Conduct is designed to help ensure that suppliers, third-party suppliers and subcontractors (hereinafter "supplier(s)") meet our principles for healthy and safe working conditions, fair and respectful treatment of their workforce, ethical business practices and protection of the environment, among others. Its objective is to define our expectations of all suppliers in terms of environmental, social and governance aspects. Ruveon has defined a minimum set of criteria which suppliers must comply with.

Regulations

Ruveon considers collaboration on sustainability in the supply chain as key and essential to conducting business. Companies must collaborate along supply chains to continuously improve and respect the environment as well as to protect human rights.

Ruveon supports:

- // The Ten Principles of the United Nations Global Compact (UNGC) on Human Rights, Labor, Environment and Anti-Corruption
- // The UN Guiding Principles on Business and Human Rights (UNGPs)
- // The OECD Guidelines for Multinational Enterprises

This Ruveon Supplier Code of Conduct is based on a range of international standards, including:

- // The UNGC, the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UNGPs, the Rio Declaration on Environment and Development, the UN Convention Against Corruption, the Convention on Biological Diversity, the UN Framework Convention on Climate Change (UNFCCC) as well as the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Stockholm Convention on persistent organic pollutants (POPs) and the Minamata Convention on Mercury.

The Ruveon Supplier Code of Conduct incorporates well-established principles of sustainability that are also included in policies and positions at Bayer including, but not limited to:

- // The Bayer Code of Conduct, which emphasizes how crucially important it is that Bayer's employees conduct themselves in a legally compliant manner. It also describes how we interact with our stakeholders, such as customers, patients and consumers.
- // Bayer's Human Rights Policy, which supports us in respecting and fostering human rights within our own business activities and in business relations.

- // The Bayer Water Position, through which Bayer is committed to preventing water pollution and continuously improving water reuse, water reduction and wastewater treatment. Bayer has endorsed the UNGC CEO Water Mandate.

All these activities demonstrate how Ruveon takes its responsibility concerning ethical, social and ecological standards seriously, and how Bayer Group companies put the principles of sustainability into practice in their daily operations. Thus ethical, social and ecological as well as additional quality assurance and risk minimization principles are anchored in Ruveon's procurement processes.

The principles expressed in the Ruveon Supplier Code of Conduct comprise an important component of supplier selection and evaluation. Moreover, Ruveon expects its suppliers to address these principles further down the supply chain. If a supplier is in breach of one of these principles and cannot agree on an improvement plan or does not implement it, Ruveon reserves the right to end the commercial relationship.

The Ruveon Supplier Code of Conduct is therefore made available to our suppliers with the goal of strengthening our mutual understanding of how these principles should be practiced in day-to-day business, including the advancement of efforts to contribute to the better health of people, while protecting the planet. If any of the provisions herein conflict with either contractual stipulations between a supplier and Ruveon, or Ruveon's General Terms and Conditions of Purchase, the contractual stipulations or the General Terms and Conditions of Purchase shall take precedence.

Ethics

To meet social responsibilities, suppliers shall conduct their business in an ethical manner and act with integrity, while complying with all applicable laws and regulations. These include the following aspects:

Business Integrity

Suppliers shall not practice or tolerate any form of corruption, extortion, embezzlement or money laundering. Suppliers shall not offer or accept bribes or other unlawful inducements (e.g. "facilitation payments") to or from their business partners or government officials, as stated in the United Nations Convention against Corruption. Suppliers shall not offer gifts or other personal benefits to Ruveon employees that could be construed as a bribe. In any case, gifts or hospitality shall not be offered to improperly influence a business relationship and must not violate applicable legal or other requirements as defined in this Supplier Code of Conduct. Suppliers shall provide their workforce with regular anti-corruption and anti-bribery education and training to prevent, mitigate and respond to non-compliance.

Conflicts of Interest

Suppliers shall disclose to Ruveon any situation that could constitute a conflict of interest in connection with the business relationship between them and Ruveon, such as Ruveon employees who have professional, private and/or not entirely insignificant financial advantages or interests in their business.

Fair Competition

Suppliers shall conduct their business in line with fair and free competition in compliance with all applicable competition (or "antitrust") laws.

International Trade Controls

Suppliers shall fully comply with all applicable export control regulations and trade laws relevant to their operations in the countries in which they conduct business. This includes, but is not limited to, regulations governing the export and import of goods, services and technology.

It is essential that suppliers provide accurate, complete and truthful information to customs authorities and other relevant governmental bodies whenever required. This commitment to transparency is crucial for ensuring compliance with international trade controls and for fostering a trustworthy partnership. Additionally, suppliers shall implement robust internal processes to ensure compliance with these regulations and to monitor any changes in legislation that may impact their operations. In order to maintain a high standard of compliance, regular training and awareness programs are recommended for employees who are involved in export activities.

Confidentiality, Intellectual Property, Data Privacy & IT Security

Suppliers shall safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected. Suppliers shall not use Ruveon's name or trademarks or those of our affiliates or products in publicity or advertising without Ruveon's prior written consent. Suppliers' information systems that contain Ruveon's confidential information or data shall be appropriately managed and protected against unauthorized and/or unlawful access, use, disclosure, loss, alteration and destruction. Suppliers shall implement appropriate technical and organizational cybersecurity measures and maintain an IT security policy in accordance with common frameworks, ensuring that, in the event of a data breach or any other type of cybersecurity incident affecting them, Ruveon is notified immediately. Suppliers shall process personal information on behalf of Ruveon only in compliance with the respective data processing agreements and applicable data privacy laws.

Fair Marketing Practices

Interactions with healthcare professionals and organizations (HCPs, HCOs) are intended to enhance the practice of medicine and ultimately benefit patients. Interactions shall focus on informing HCPs and HCOs about products, providing scientific, medical and educational information, or supporting medical research and education. Nothing shall be offered or provided to HCPs and HCOs in a way that has an inappropriate influence on prescribing practice. Likewise, interactions when marketing or selling products for agriculture, such as seeds and crop protection products, shall also follow fair and ethical practices. Ruveon expects its suppliers who prepare sales, advertising, promotional and marketing materials to fulfill their duties through truthful and accurate descriptions.

Standards When Conducting Clinical Trials

Suppliers shall conduct clinical trials in accordance with international guidelines, applicable national and local laws and regulations, and recognized international quality and safety standards applicable to the proposed work. These include, but are not limited to, the ICH E6(R3) Good Clinical Practice, EU Regulation No. 536/2014 on clinical trials, and relevant U.S. FDA regulations (21 CFR Parts 50, 54, 56, and 312), or their local equivalents. When engaged in clinical trials on behalf of Ruveon, all clinical trials shall be conducted in accordance with the global standards of Good Clinical Practices and follow the strictest data protection laws (e.g. GDPR) and medical, scientific and ethical principles, in particular the Declaration of Helsinki.

Animal Welfare

If applicable to the suppliers' industry, alternatives to animal testing shall be used when such alternatives are scientifically valid and predictive so as not to compromise the quality or safety evaluations of Ruveon's products and when they are acceptable to regulatory agencies. When animal testing is necessary, suppliers shall minimize the number of animals used for testing. Suppliers shall be equally committed to conducting animal testing using the most humane scientifically valid protocol, which must meet study and regulatory requirements, and shall conduct tests only in accordance with all applicable laws, Ruveon guidelines and AAA-LAC accreditation. ¹ *Association for Assessment and Accreditation of Laboratory Animal Care.*

Utilization of Genetic Resources

Suppliers undertake to enable the fair and equitable sharing of the benefits arising out of the utilization of genetic resources in accordance with the Convention on Biological Diversity.

Labor & Human Rights

Suppliers shall respect the human rights of their employees, local communities, and vulnerable groups, treating them with dignity and respect. This includes the following aspects:

Child Labor Avoidance

Ruveon does not tolerate child labor in its supply chain. Suppliers must avoid any sort of child labor in their business operations as defined in the International Labour Organization's (ILO) core labor standards². If local minimum age law stipulates a higher age for work or mandatory schooling, the higher age applies. In case young workers are employed, they must not do work that is mentally, physically, socially, or morally hazardous or interferes with their schooling. ² *Convention concerning Minimum Age for Admission to Employment, 1973, (No. 138); Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999, (No. 182)*

Freely Chosen Employment

Ruveon takes a zero-tolerance approach to any form of modern slavery, servitude and forced or compulsory labor and any form of human trafficking in our supply chain. The same applies to bonded, indentured and involuntary prison labor. Practices such as withholding personal property, passports, wages, training certificates, work or any other document for inappropriate reasons are not acceptable. Employees may leave the employer freely, provided they comply with requirements for advance notice as specified by applicable law. Employees shall be paid on time and in full for the work they have done prior to leaving according to applicable laws.

Freedom of Association

Suppliers commit to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, suppliers shall respect the rights of their employees to associate freely, form and join labor unions, seek representation, join works councils and engage in collective bargaining. Suppliers shall not disadvantage employees who act as workers' representatives so that they can exercise their role without fear of reprisal or discrimination.

Working Time, Wages & Benefits

Working time for suppliers' employees should not exceed the maximum set by the applicable national law and by ILO standards and overtime work shall be on a voluntary basis. Suppliers shall respect the right to rest and leisure of their employees in balancing their work and private lives. Compensation shall be paid to employees regularly, in a timely manner and in full according to applicable laws and shall comply with applicable national wage laws. Compensation and benefits should be fair and competitive, equal for all and should aim to provide an adequate standard of living for employees and their families. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure shall not be permitted (this does not exclude the entitlement to damages on a contractual or legal basis). It is recommended that suppliers offer their employees ample training and educational opportunities.

Non-Discrimination & Fair Treatment

Equal treatment of all employees must be a fundamental principle of the supplier's corporate policy. Any kind of discrimination is prohibited. Discrimination occurs when decisions are made for reasons that are not related to the job or are not necessary for the business and – consciously or unconsciously – are based on irrelevant characteristics

of an employee such as age, disability, ethnic origin, family status, gender, gender expression, gender identity, involvement in an employee representative body, national origin, physical characteristics, pregnancy, religion, sexual orientation, skin color, social origin, union membership, volunteering or any unlawful criterion under applicable law. Suppliers must provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, physical punishment, or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment. Furthermore, suppliers are expected not to terminate any employment contract unfairly or without clear evidence specifying that the employment contract was terminated due to the working performance of the employee, as permitted by law. Ruveon encourages suppliers to provide an inclusive and supportive working environment for their employees.

Use of Security Forces

Whenever third parties (private or public) are employed to protect the supplier's operations and activities, suppliers must ensure that employees are protected through appropriate instruction or control of such third parties. Security personnel must respect the human rights of the individuals they encounter while on duty. Use of torture, cruel or excessive force, inhuman or degrading treatment, or injury to life or limb, as well as impairment of the right to organize and the freedom of association are unacceptable.

Conflict Minerals

Suppliers shall ensure that products supplied to Ruveon do not contain metals derived from minerals or their derivatives that have originated from Conflict Affected and High-Risk Areas (CAHRAs) that directly or indirectly finance or benefit armed groups and cause or foster human rights abuses. Suppliers are expected to comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG) as well as other applicable regulations such as the EU Conflict Minerals Regulation.

Local Communities & Vulnerable Groups

Suppliers shall respect the rights of local communities, including indigenous peoples and other vulnerable and disadvantaged groups. Suppliers shall obtain indigenous peoples' free, prior and informed consent on whether and how to carry out business activities. Unlawful eviction and deprivation of land is unacceptable. Suppliers shall listen to the concerns of local residents and strive to create positive impacts through local engagement. The support of local job creation, local sourcing, education provision, and infrastructure development is encouraged.

Health & Safety

Suppliers shall make adequate provision for the health and safety of their employees, customers, visitors, contractors and others who may be affected by their activities. Suppliers shall have health and safety programs in place to identify, assess and manage risks to ensure and improve employee safety and well-being. This comprises the following aspects:

Occupational Health & Safety

Suppliers shall adequately protect their employees against natural, chemical, biological and physical hazards. Regular risk assessments shall be conducted as a proactive means of identifying and mitigating potential hazards. Physically demanding tasks and conditions in the workplace as well as risks associated with infrastructures used shall be adequately managed to protect their employees. Suppliers shall provide safe workplaces, workstations and work equipment by means of adequate maintenance and necessary technical protective measures to mitigate risks and to prevent accidents and occupational illnesses. Suppliers shall also set up appropriate controls for the tasks to be performed, implement safe work procedures and provide employees with appropriate personal protective equipment.

Safety information relating to any identified workplace risk or hazardous materials³ – including components of intermediate materials – shall be made available to inform, train and protect workers from hazards. Suppliers shall ensure appropriate organization of work in terms of working hours and rest breaks to avoid excessive physical or mental fatigue. In addition to ensuring physical safety, suppliers shall use their best efforts to support the mental health of their employees. Suppliers shall use their best efforts to meet physical accessibility requirements based on local regulations. A safe and healthy working environment shall include, as a minimum, the provision of potable drinking water, adequate lighting, a reasonable working temperature, ventilation and sanitation and, if applicable, safe and healthy company living quarters. ³ According to the Globally Harmonized System (GHS).

Process Safety

Suppliers shall have safety programs and management systems in place for managing and maintaining all their production processes in accordance with the applicable safety standards. Programs shall be appropriate to facility and process risks. Suppliers shall appropriately communicate, disclose and manage hazards inherent in their processes and products to ensure that affected or potentially affected third parties are protected. Likewise, major incidents shall be analyzed and communicated in a timely fashion. For hazardous installations and processes, the supplier shall regularly conduct specific risk assessments and implement measures that prevent the occurrence of incidents such as chemical releases, fires and explosions.

Product Safety

Suppliers shall comply with product safety regulations, label products properly and communicate product handling requirements. They shall provide relevant parties with the applicable documentation in an accessible format containing all necessary safety-relevant information for all hazardous substances in case of a legitimate need. This includes product information, safety data sheets, notification or registration confirmations, usage and exposure scenarios. Suppliers shall proactively and transparently share information about the health, safety and environmental aspects of their products with all relevant parties and ensure that newly acquired information is promptly and proactively disclosed. In addition, suppliers shall ensure that the transportation of dangerous goods takes place in compliance with applicable local and international regulations.

Emergency Preparedness, Risk Information & Training

Suppliers shall make safety information on identified workplace risks available to employees and contractors in an accessible format. Employees and contractors shall be correspondingly and continuously trained to ensure they are adequately protected at all times. Suppliers shall identify and assess relevant risks and emergency situations in the workplace, public neighborhood, and company-provided living quarters. Their potential impact shall be minimized by implementing appropriate fire protection, effective emergency plans, regular drills, and response procedures. Clear reporting mechanisms shall be established for employees to report incidents and unsafe conditions or practices without fear of retaliation. Suppliers shall maintain records of workplace injuries and illnesses.

Climate & Environment

Suppliers shall operate in an environmentally responsible and resource-efficient manner. This comprises the following aspects:

Conservation & Use of Natural Resources

Suppliers shall preserve and protect natural resources, such as sources of energy, water, forests, soil, raw materials, etc. Suppliers shall prevent the exploitation, destruction and neglect of natural resources. Likewise,

suppliers shall use their best efforts to minimize the creation of air emissions, wastewater, waste, noise and light pollution. Suppliers shall use their best efforts to ensure that their business activities do not impact natural resources in a way that the production of food is significantly impaired, a person is denied access to safe drinking water or a person's health is harmed. Suppliers shall have clear environmental strategies, policies and targets in place. They shall have management systems in place to identify and mitigate the environmental aspects and impacts associated with both their own operations and those of their value chains. Suppliers shall ensure and demonstrate continuous environmental improvements. Suppliers shall encourage and apply circular economy practices. Suppliers shall use their best efforts to ensure that, when using land, forests and water which are essential to a person's livelihood, that person is not unlawfully evicted, and that the land or resources are not taken for the purpose of acquisition, development or other use.

Climate Protection

Suppliers shall have climate protection as a core element of their business strategy. They shall evaluate the impacts and risks that climate change poses to their operations and supply chains and shall adapt to them. Suppliers shall set near-term targets to reduce the greenhouse gas (GHG) emissions caused by their operations (scope 1 and scope 2) or caused in their value chains (scope 3). Ruveon expects its suppliers to have ambitious near-term reduction targets and expects those targets to be in line with the approach and the criteria of the Science Based Targets initiative <https://sciencebasedtargets.org/> Suppliers shall achieve net-zero GHG emissions across their value chains by 2050 at the latest. Suppliers shall be able to provide Ruveon with the carbon footprint of their organization (OCF) and of their products (PCF).

Renewable Electricity & Energy Use

Suppliers shall use their best efforts to purchase by 2030, 100% of their electricity from renewable sources. Ruveon expects its suppliers to apply high quality criteria when procuring renewable electricity, such as the technical criteria of RE100 <https://www.there100.org/> Likewise, suppliers shall use their best efforts to increase the overall use of renewable energy on a yearly basis. Suppliers shall have management systems in place to continuously improve energy efficiency in their operations.

Water Use

Suppliers shall use their best efforts to have a management system in place to reduce water consumption in their own operations and their value chains. The way suppliers use water for their operations should not have any negative effect on the availability and quality of water for the local environment and neighboring communities. Suppliers shall give special attention to water-scarcity -areas or areas threatened by water risk as defined by the World Resources Institute www.wri.org Suppliers shall use their best efforts to monitor site water usage, quality and discharges. Suppliers shall use their best efforts to continuously improve water reuse, recycling, reduction and wastewater treatment. Ruveon expects its suppliers to also develop a water stewardship strategy.

Waste, Wastewater, Local Air Emissions, Noise & Light-Pollution

The contamination of soil, air and water shall be avoided as well as noise and light pollution. Suppliers shall use their best efforts to ensure the safe and compliant handling, storage, transportation, reuse, recycling and disposal of all types of solid and liquid wastes. Suppliers shall use their best efforts to ensure that wastewater effluents pose no hazard to receiving surface and ground waters. Suppliers shall especially prevent and minimize the release of hazardous substances or active ingredients via spills or via fugitive emissions to the environment. Suppliers shall give special attention to the handling of substances containing mercury or which are persistent organic pollutants (POPs)

as well as to the handling of wastes, air emissions or wastewater that could contain mercury or POPs. Suppliers shall handle these substances in line with the requirements defined by the Minamata Convention (mercury) and the Stockholm Convention (POPs). Suppliers shall ensure that the management of waste from their operations is in line with local regulations and with the requirements defined by the Basel Convention, especially if the waste is transported or traded across borders.

Deforestation & Forest Risk Commodities

Suppliers are expected to protect natural ecosystems from deforestation and forest degradation. Suppliers shall use their best efforts to aim for zero net deforestation. Suppliers shall use their best efforts to have management systems in place when using forest risk commodities (or deforestation-prone products) like palm (kernel) oil, soy and other agricultural or forestry feedstocks. Such systems can be based on a widely accepted third-party-verified certification scheme and should enable transparency and traceability along the value chain. If suppliers supply us with materials which contain palm (kernel) oil or derivatives of it, suppliers shall ensure that, as a minimum, "mass-balance-certified" sustainable palm (kernel) oil is used. The certification shall be in line with the criteria of the Roundtable on Sustainable Palm Oil (RSPO), or an equivalent scheme. If materials supplied to us contain soy oil or derivatives of it, the Round Table on Responsible Soy (RTRS) Chain of Custody Standard should be applied accordingly. If the delivery items contain "relevant products" as listed in Annex I of the Regulation (EU) 2023/1115 on deforestation-free products (EUDR) and these products are placed on the EU market or made available on the EU market within the meaning of Art. 2 of the EUDR, suppliers shall comply with the EUDR requirements applicable to such products. Upon request, suppliers shall promptly provide Ruveon with any further information that is necessary for Ruveon to comply with its legal obligations under the EUDR, relating to the "relevant products".

Quality

Suppliers shall provide high-quality, safe and effective goods and services that are in full compliance with contractually agreed standards and applicable laws and regulations. This comprises the following aspects:

Quality Requirements

Suppliers shall meet generally recognized quality standards and contractually agreed quality requirements and standards in order to provide goods and services that consistently meet Ruveon's and its customers' needs, perform as warranted, and are safe and effective for their intended use. Suppliers shall immediately address all major issues that have the potential to negatively affect the quality of goods and services. Suppliers must inform Ruveon about changes to the manufacturing or supply process that have the potential to impact the specification of goods and services provided.

Security & Counterfeit Protection

Suppliers shall have good security practices commensurate with the WCO's SAFE Framework and contractually agreed standards across their supply chains. Suppliers shall assure the integrity of each shipment to Ruveon from its origin through to its destination.

Suppliers shall implement the necessary and contractually agreed standards in their area of responsibility to ensure that Ruveon products, their workable components or raw materials as well as the corresponding know-how do not end up in the hands of counterfeiters, smugglers, thieves or other unauthorized third parties and do not leave the legitimate supply chain. Suppliers shall promptly analyze the relationship with a third party if they obtain or are provided with evidence that they are inadvertently involved in the manufacturing or selling of counterfeit, falsified or otherwise illegal products via the actions of the third party, including products destined for export that are considered counterfeit, falsified or otherwise illegal products in their country of destination. Ruveon expects suppliers to support the investigation and prosecution of any activities connected with falsification, counterfeiting or other illegal undertaking.

Governance & Management Systems

Suppliers shall implement effective management systems and a governance structure to facilitate compliance with all applicable laws and regulations and promote continuous improvement with respect to the expectations set forth in this Supplier Code of Conduct. This includes the following aspects:

Legal & Other Requirements

Suppliers shall identify and comply with all applicable international, national and local laws and regulations, contractual agreements, and internationally recognized standards and conventions. This includes but is not limited to the principles set forth in this Supplier Code of Conduct. The latter summarizes important social, environmental and ethical standards, especially based on the referenced sources and the due diligence requirements of the Lieferkettensorgfaltspflichtengesetz (German Supply Chain Due Diligence Act). Suppliers shall also conform their practices to generally accepted industry standards, shall obtain, maintain and keep up to date all applicable permits, certificates, licenses and registrations, and shall operate in accordance with permit limitations and requirements at all times.

Replication & Communication of Ruveon's Supplier Code of Conduct Principles in the Supply Chain
Suppliers must address the principles set forth in this Supplier Code of Conduct further down their supply chain.

Commitment & Accountability

Suppliers shall fulfill the principles set forth in this Supplier Code of Conduct. Suppliers shall incorporate all applicable aspects of the Supplier Code of Conduct in their management systems.

Responsible Procurement

Suppliers shall commit to advancing diversity and inclusion by actively promoting relationships with small and diverse businesses as Ruveon does in its own sourcing process.

Training & Competency

The training and information measures of suppliers for their employees and managers have to match or exceed the scope, quality and determination of the Supplier Code of Conduct and the training materials set out by Ruveon.

Digital Accessibility

Suppliers shall provide disability-inclusive technologies and content for their customers and personnel and in their procurement processes. This includes adherence to the latest published set of Web Content Accessibility Guidelines (WCAG) <https://www.w3.org/WAI/standards-guidelines/wcag/>

Risk Management

Suppliers shall implement mechanisms to regularly identify, analyze, evaluate and reduce/mitigate/and address risks in all areas addressed by this Supplier Code of Conduct.

Systems, Documentation & Evaluation

Suppliers shall develop, implement, use and maintain management systems and controls related to the content of this Supplier Code of Conduct. Suppliers shall maintain documentation necessary to demonstrate conformance with the principles outlined in this Supplier Code of Conduct.

Right to Evaluation & Control

Suppliers shall grant Ruveon the right to evaluate and control their performance in order to determine supplier conformance with the principles outlined in this Supplier Code of Conduct upon reasonable prior notice. The evaluations and controls shall be executed directly by Ruveon or by a qualified third party in the form of e.g. an assessment

Remedial Action

Suppliers shall, without undue delay, (i) report to Ruveon in writing any identified risks for and violations of the principles outlined in the Ruveon Supplier Code of Conduct and (ii) take appropriate remedial actions to prevent, end or minimize the violation. Ruveon reserves the right to (i) apply a concept for ending or minimizing a violation and (ii) ask for the supplier's cooperation in this respect. If the supplier has failed to comply with the requirements of the Ruveon Supplier Code of Conduct and a grace period of three months has lapsed without the violations being remedied, Ruveon reserves the right, at its own exclusive discretion, to either (i) suspend the commercial relationship until such violations have been remedied, or (ii) give extraordinary notice of termination of the commercial relationship after the agreed timeline for execution has lapsed without remedy.

Continuous Improvement

Suppliers shall demonstrate their commitment to continuous improvement of the standards set forth in this Supplier Code of Conduct by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews.

Identification of Concerns

Suppliers shall encourage and provide means for their employees to report concerns, complaints and potentially unlawful behavior that have arisen as a result of economic activities in their own place of work or that of another supplier without threat of reprisal, intimidation or harassment. Any report must be treated in a confidential manner and be able to be made anonymously, where permitted by law. Suppliers shall investigate such reports and take corrective action if needed. Suppliers shall notify Ruveon of legal actions, administrative investigations and prosecutions that may affect the performance of Ruveon's business or that could potentially adversely affect a supplier's and Ruveon's reputation.

If at any time a supplier or one of its employees believes that a Ruveon employee has acted contrary to these principles or believes that a risk or a violation of these principles has occurred along the supply chain, the supplier or its employee is encouraged to report its concerns to Bayer's Speak Up Channel at <https://www.bayer.com/en/corporate-compliance/speak-up-channel>. Suppliers shall inform their employees and subcontractors about the possibility of reporting directly and, if desired, anonymously, where permitted by law, to Bayer's Speak Up Channel. Ruveon will not retaliate against any person who in good faith raises a concern.

Transparency & Disclosure

Suppliers shall document and report about their social and environmental impact in line with the principles set forth in this Supplier Code of Conduct.

Demand Management

Suppliers shall continuously monitor whether Ruveon's order volumes and/or delivery times negatively impact or are reasonably likely to impact the human rights of their employees, and in such case, shall notify Ruveon in writing without undue delay.

Business Continuity

Suppliers shall implement appropriate business continuity plans for operations supporting Ruveon's business.

Glossary

This glossary explains or defines selected terms, organizations and concepts used in the Supplier Code of Conduct. The Supplier Code of Conduct Guidance provides a more exhaustive explanation of the aspects of this code, stating key expectations and good practices, and giving further references.

Terms

Accessibility

Accessibility refers to the design qualities of a product or space; accessible products and spaces are designed to be used to the maximum by people with disabilities to allow for equal participation with the product or in the environment.

Circular Economy

The circular economy is based on three principles, driven by design: #1: Eliminate waste and pollution, #2: Circulate products and materials (at their highest value), #3: Regenerate nature. It is underpinned by a transition to renewable energy and materials <https://www.ellenmacarthurfoundation.org/>

Conflict Minerals

Conflict minerals, as currently defined, include the metals tantalum, tin, tungsten and gold, which are the derivatives of the minerals cassiterite, columbite-tantalite and wolframite. They are also referred to as "3TG" www.responsiblemineralsinitiative.org

Dangerous Goods

A material (including substances, solutions, mixtures and wastes) or article which is classified according to the UN Model Regulations or any other national or international transport regime as a dangerous good or hazardous material. Shipment may be permitted only under certain conditions or even prohibited for specific transportation methods <https://unece.org/transport/dangerous-goods>

Digital Accessibility

A quality of technology products and digital content that enables people with disabilities to independently participate in the digital world. Examples of digital accessibility include captions on live or recorded videos, platforms that can be navigated without a mouse, and text in all formats that can be read by people with color blindness.

Diverse Supplier

A privately held business that is at least 51 percent owned, operated and controlled by a woman, person with a disability, LGBTQ+ person or a person from another underrepresented community.

Employees

When referring to employees, Ruveon includes any staff or personnel engaged or employed by a supplier.

Forest risk commodities (or deforestation-prone products)

A commodity for the production of which forest is being converted to

agricultural use. The seven commodities responsible for the majority of agriculture-related deforestation are: timber products, palm (kernel) oil, cattle, soy, rubber, coffee and cocoa <https://www.cdp.net/en/forests>

Greenhouse Gases (GHG)

These are gases, such as carbon dioxide and methane, which trap and hold heat in the atmosphere and contribute to climate change. Scope 1 emissions refer to direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by the reporting organization. Scope 2 emissions refer to indirect GHG emissions associated with any purchases of electricity, steam, heat or cooling. Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization but that the organization indirectly impacts in its value chain www.ghgprotocol.org

Hazardous Materials

As defined by the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), as prepared by the UN Economic Commission for Europe (UNECE).

Human Trafficking

Human trafficking involves recruiting, harboring or transporting people into a situation of exploitation using violence, deception or coercion and forcing them to work against their will.

Organizational Carbon Footprint (OCF, sometimes CCF)

The total amount of greenhouse gases (GHG) emitted directly (scope 1) and indirectly (scope 2 and scope 3) by an organization (OCF) or corporation (CCF) over the course of one year, typically measured in carbon dioxide equivalents (CO₂e). The common standard for accounting is the GHG Protocol. The OCF serves as a metric for assessing an organization's impact on climate change and is used to inform sustainability strategies and initiatives aimed at reducing overall emissions.

Personal Information

Personal information is any information about an identified or identifiable natural person.

Persistent Organic Pollutants (POPs)

Organic chemical substances that are recognized as a serious, global threat to human health and to ecosystems <https://www.unep.org/explore-topics/chemicals-waste/what-we-do/persistent-organic-pollutants-pops>

Product Carbon Footprint

The most established method for determining the climate impact of a product, factoring in the total GHG emissions caused during its production, expressed in carbon dioxide equivalents (CO₂e). The PCF can be assessed from cradle-to-gate (partial PCF) or from cradle-to-grave (total PCF).

Responsible Procurement

A proactive business program that encourages the use of small and diverse suppliers. Diverse suppliers are at least 51% owned, operated and controlled by a woman, person with a disability, LGBTQ+ person or a person from another underrepresented community.

Suppliers

Any third party that provides goods or services which are necessary to produce and provide Ruveon's goods or services.

Sustainability

Sustainability covers the areas of ethics, labor and human rights as well as health, safety and environment.

Sustainability Standards & Certifications

Voluntary, usually third-party-assessed norms and standards relating to environmental, social, ethical, and safety issues that are adopted by companies to demonstrate the performance of their organizations or products in specific areas, e.g. Forest Stewardship Council, Roundtable on Sustainable Palm Oil, Responsible Minerals Initiative, Rainforest Alliance.

Water Scarcity

Water scarcity is defined as a condition where water demand exceeds

forty percent of the available water supply. It arises in situations where there is insufficient water to support both human and environmental water needs at the same time <https://www.wri.org/>

Water Stewardship

Set of practices that promotes and fosters the sustainable and equitable management of freshwater resources. They range from water use efficiency in in-house operations to engagement with suppliers and beyond. It helps water users to manage their own risks, seize opportunities related to water (e.g. ensuring businesses have the water they need to continue production processes) and promote long-term water security for all <https://ceowatermandate.org/>

Organizations, Conventions & Initiatives

Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

The Basel Convention aims to protect human health and the environment against the adverse effects resulting from the generation, management, transboundary movements and disposal of hazardous and other wastes <http://www.basel.int/>

Convention on Biological Diversity

The objectives of the CBD are the conservation of biological diversity, the sustainable use of its components, and the fair and equitable sharing of the benefits arising from commercial and other utilization of genetic resources. The agreement covers all ecosystems, species and genetic resources <https://www.cbd.int/>

GHG Protocol

The GHG Protocol establishes comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions. Building on a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), it works with governments, industry associations, NGOs, businesses and other organizations.

International Labour Organization

The UN agency ILO brings together governments, employers and workers from 187 UN member states to set labor standards, develop policies and devise programs promoting decent work for all employees www.ilo.org

Minamata Convention on Mercury

The Minamata Convention is a global treaty to protect human health and the environment from the adverse effects of mercury. It includes a ban on new mercury mines, the phase-out of existing ones, the phase-out and phase-down of mercury use in a number of products and processes, and control measures on emissions to air and on releases to land and water. The Convention also addresses the interim storage of mercury and its disposal once it becomes waste, as well as sites contaminated by mercury and health issues. <https://www.mercuryconvention.org/>

Paris Agreement

The Paris Agreement is a legally binding international treaty on climate change. Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.

Pharmaceutical Supply Chain Initiative

A non-profit business organization whose members are pharmaceutical or healthcare companies that share the same vision for excellence in safety, environmental and social outcomes for the whole of the global pharmaceutical and healthcare supply chain. The purpose of PSCI is to bring together members to define, establish and promote responsible supply chain practices, human rights, environmental sustainability and responsible business <https://pscinitiative.org/home>

RE100

A global corporate renewable energy initiative bringing together hundreds of businesses committed to 100% renewable electricity <https://www.there100.org/>

Round Table on Responsible Soy (RTRS)

A non-profit organization promoting the growth of production, trade and use of responsible soy. It works through cooperation with those in, and related to, the soy value chain, from production to consumption. It does this through a global platform for multi-stakeholder dialogue on responsible soy and via the development, implementation and verification of a global certification standard <https://responsiblesoy.org>.

Roundtable on Sustainable Palm Oil

A nonprofit organization uniting stakeholders from seven different sectors of the palm oil industry. The RSPO has developed a set of environmental and social criteria which companies must comply with in order to produce Certified Sustainable Palm Oil. Members of the RSPO have committed to produce, source and/or use sustainable palm oil certified by the RSPO <https://rspo.org/about>

Science Based Targets initiative

A nonprofit business organization. It is a partnership between CDP, the UNGC, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practices in emissions reductions and net-zero targets in line with climate science <https://sciencebasedtargets.org/>

Stockholm Convention on Persistent Organic Pollutants

The Stockholm Convention is a global treaty to protect human health and the environment from persistent organic pollutants (POPs). It focuses on eliminating or reducing releases of POPs. It sets up a system for tackling additional chemicals identified as unacceptably hazardous. Ultimately, the Convention points the way to a future free of dangerous POPs and promises to reshape our economy's reliance on toxic chemicals <http://www.pops.int/>

Together for Sustainability (TfS) Initiative

A nonprofit business organization. Members are chemical companies. It aims to build the industry's standard for sustainable supply chains, has established a standard approach for evaluating and improving the sustainability performance of suppliers, and shares assessments and audits between members www.tfs-initiative.com

United Nations Framework Convention on Climate Change (UNFCCC)

Driven by the UN, the UNFCCC sets an overall framework for intergovernmental efforts to tackle the challenge posed by climate change. Its ultimate objective is to stabilize greenhouse gas concentrations in the atmosphere at a level that will prevent dangerous human interference with the climate system, in a time frame which allows ecosystems to adapt naturally and enables sustainable development www.unfccc.int

United Nations Global Compact

Driven by the UN, a voluntary initiative of the UN based on CEO commitments to implement universal sustainability principles (also known as "The Ten Principles of the UN Global Compact") and to take steps to support the UN Sustainable Development Goals www.unglobalcompact.org

United Nations Guiding Principles on Business and Human Rights (UNGPs)

Driven by the UN, a set of guidelines for states and companies to prevent, address and remedy human rights abuses committed in business operations.

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