



Supplier & Business Partner Code of Conduct

1. Purpose

Kolmar Group AG (“**Kolmar**”) is committed to conducting business responsibly, ethically, and sustainably.

This Supplier & Business Partner Code of Conduct (“**Code**”) sets out the minimum environmental, social, and governance standards that Kolmar expects its suppliers, customers, agents, intermediaries, contractors, logistics providers, and other business partners to comply with when operating for or with Kolmar.

This Code supports Kolmar’s ESG commitments and forms an integral part of Kolmar’s responsible business framework.

2. Scope and Applicability

This Code applies to all third parties that supply goods or services to Kolmar or otherwise act on Kolmar’s behalf or in connection with Kolmar’s business (“**Business Partners**”).

Business Partners are expected to:

- comply with this Code; and
- take reasonable steps to promote compliance with the principles of this Code throughout their own supply chains where relevant and proportionate.

3. Compliance with Laws and International Standards

Business Partners must comply with all applicable laws and regulations in the jurisdictions in which they operate.

In addition, Business Partners are expected to conduct their activities in a manner consistent with internationally recognized standards for responsible business conduct, including:

- the Ten Principles of the United Nations Global Compact;
- the UN Guiding Principles on Business and Human Rights; and
- the OECD Due Diligence Guidance for Responsible Business Conduct.

4. Human Rights and Labor Standards

Business Partners must respect internationally recognized human rights and labor rights and must, at a minimum:

- prohibit forced labor, child labor, human trafficking, and modern slavery;
- ensure employment is voluntary and free from coercion;
- provide safe, healthy, and dignified working conditions;
- treat workers with respect and without discrimination, harassment, or abuse;
- comply with applicable laws on wages, working hours, benefits, and employment conditions;
- respect freedom of association and collective bargaining rights, where applicable; and
- protect personal data and privacy in accordance with applicable laws.

These requirements apply to all workers engaged by the Business Partner, including employees, contractors, temporary workers, and agency personnel.

Business Partners must provide access to effective grievance mechanisms and must not retaliate against individuals who raise concerns in good faith.

5. Health, Safety, and Wellbeing

Business Partners must:

- comply with all applicable occupational health and safety laws and regulations;
- identify and manage health and safety risks associated with their activities;
- implement appropriate measures to prevent accidents, injuries, occupational illness, and work-related harm; and
- promote a safe and respectful working environment that protects physical and psychological wellbeing.

6. Environmental Responsibility

Business Partners are expected to manage environmental impacts responsibly and to:

- comply with applicable environmental laws and regulations;
- identify, assess, and manage material environmental risks;
- use resources efficiently and minimize waste, emissions, and pollution;

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- protect biodiversity and water resources where relevant; and
- support continuous improvement in environmental performance.

Where relevant, Business Partners are expected to assess and manage climate-related risks and impacts associated with their operations.

7. Business Ethics and Integrity

Business Partners must conduct business with integrity and the highest ethical standards. Specifically, Business Partners must:

- maintain appropriate policies and controls to prevent bribery, corruption, fraud, conflicts of interest, and money laundering;
- comply with all applicable competition and antitrust laws;
- comply with applicable economic sanctions, export controls, and trade restrictions;
- not engage in any conduct that would cause Kolmar to violate applicable sanctions or trade-control requirements;
- protect confidential information, personal data, and intellectual property from misuse; and
- avoid offering or accepting gifts, hospitality, payments, or other benefits that could improperly influence business decisions.

8. Reporting Concerns and Non-Retaliation

Business Partners and their employees are encouraged to raise concerns regarding suspected misconduct, violations of this Code, or applicable laws.

Reports may be made:

- directly to Kolmar's Legal and Compliance Department at the address below; or
- through the Business Partner's own reporting mechanisms, provided concerns are addressed effectively and without retaliation.

Kolmar Group AG

Head of Legal and Compliance Department
Baarerstrasse 18
6300 Zug, Switzerland
legal@kolmargroup.com

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Kolmar strictly prohibits retaliation against any individual who raises concerns in good faith or participates in an investigation. Retaliation may result in termination of the business relationship.

9. Compliance, Monitoring, and Remediation

Kolmar may assess Business Partners' compliance with this Code on a risk-based basis, including through questionnaires, audits, certifications, or information requests.

Where concerns or violations are identified, Kolmar may require appropriate corrective action. Failure to remediate serious or repeated violations may result in suspension or termination of the business relationship.

10. Acknowledgement and Acceptance

By entering into a business relationship with Kolmar, Business Partners acknowledge this Code and commit to complying with its principles.

Business Partners may demonstrate compliance through their own code of conduct or internal policies, provided they are substantially equivalent to the standards set out in this Code.

Kolmar reserves the right to take appropriate action, including termination of the business relationship, in the event of non-compliance.