



AQUA PHARMA

CODE OF CONDUCT for SUPPLIER



INTRODUCTION

At AQUA PHARMA GROUP and in our Entities, we are dedicated to fostering a culture of integrity, sustainability, and social responsibility in all aspects of our business operations.

This Supplier Code of Conduct serves as a guiding framework for our suppliers, outlining our shared values and expectations.

Aqua Pharma supports the ILO (International Labour Organization) conventions, the United Nations Universal Declaration of Human Rights and the United Nations Global Compact.

PURPOSE

This is to ensure that our Suppliers act in accordance with the minimum standard of behaviour that we expect from our partners. In terms of business ethics, human rights, labour practices, worker's health and safety, matters concerning the environment, business ethics (including anti-corruption), as well as the laws and regulations applicable in the country the supplier is located.

SCOPE

The Supplier Code of Conduct applies to all companies that supply products and/or services to Aqua Pharma. This also includes Suppliers sub-suppliers, Sub-contractors, employees, and consultants. Suppliers are responsible for ensuring that everyone who are involved in the delivery, have read, understood, and agreed to abide by the principles set out in the Code. Suppliers must have a process in place to ensure and verify compliance with the Code and are responsible for ensuring that their sub suppliers also abide by it. The Supplier Code of Conduct is an essential part of the contract between Aqua Pharma and the supplier. Violation of the Code could result in the termination of the business relationship.

COMMITMENTS AND ACTIONS

Compliance with Laws and Regulations

Suppliers must demonstrate strict adherence to all relevant laws, regulations, and industry standards applicable to their operations. This includes but is not limited to labor laws, environmental regulations, health and safety standards, and any other legal requirements pertinent to their business activities.

Ethical Conduct

Integrity is at the core of our business relationships. Suppliers are expected to uphold the highest standards of ethical conduct, including honesty, fairness, and transparency in all their interactions. Any form of bribery, corruption, or unethical behaviour is unacceptable and will not be tolerated.

Labour Practices

We prioritize the wellbeing and rights of workers throughout our supply chain. Suppliers must ensure fair and safe working conditions for all employees, free from discrimination, harassment, or exploitation. This includes prohibiting forced labour, child labour, and any other forms of labour abuse.

Health and Safety

The health and safety of workers are paramount. Suppliers are required to maintain a safe and healthy work environment, implementing appropriate safety protocols, providing necessary training, and ensuring compliance with all relevant health and safety regulations to prevent accidents and injuries.

Environmental Responsibility

As stewards of the environment, we are committed to minimizing our ecological footprint. Suppliers must embrace sustainable practices, including responsible resource management, pollution prevention, and environmental conservation efforts. Compliance with environmental laws and regulations is mandatory.

Quality and Product Safety

Product quality and safety are non-negotiable. Suppliers must deliver products that meet our stringent quality standards and comply with all relevant safety regulations. This includes ensuring the traceability and integrity of products throughout the supply chain to safeguard consumer health and confidence.

Community Engagement

We believe in making a positive impact on the communities in which we operate. Suppliers are encouraged to actively engage with local communities and support initiatives that promote social welfare, education, and economic development. By working together, we can create shared value and contribute to sustainable development goals.



Monitoring and Compliance

Our commitment to upholding ethical standards extends to monitoring supplier compliance with this Code of Conduct. We conduct regular assessments and audits to ensure adherence to the principles outlined herein. Non-compliance may result in corrective action, up to and including the termination of the supplier relationship.

Reporting Mechanisms

We maintain open channels of communication for reporting any violations of this Code of Conduct or concerns about unethical behaviour. Suppliers are encouraged to raise issues promptly and without fear of reprisal. Whistle-blower protection is guaranteed to safeguard the integrity of our reporting mechanisms.

Continuous Improvement

We recognize that continuous improvement is essential for driving positive change. Suppliers are expected to proactively identify areas for enhancement and implement measures to improve their practices. We are committed to providing support and resources to facilitate ongoing improvement efforts.

Review and Updates

We regularly review and update this Code of Conduct to reflect changes in laws, regulations, and best practices. Suppliers are encouraged to stay informed of updates and actively participate in the evolution of our shared standards for ethical conduct and sustainability.

Contact Information

For inquiries, clarifications, or reporting violations related to this Code of Conduct, suppliers may contact through the address: transparencyact@aqua-pharma.com.

We value open communication and collaboration in upholding our shared commitment to ethical business practices.

Supplier's Acknowledgement

By establishing a business partnership with us, suppliers acknowledge the receipt of our Supplier Code of Conduct and affirm their dedication to upholding its principles. This acknowledgment underscores our shared commitment to ethical business practices and serves as a testament to our aligned values.

We hereby acknowledge the receipt and understanding of the Aqua Pharma Supplier Code of Conduct. We are committed to supporting and adhering to its contents. Any instances of non-compliance or breaches will be promptly reported to Aqua Pharma.

We understand that any violations of the Code of Conduct may result in the reconsideration or termination of our status as a supplier to Aqua Pharma.



After reading and accepting the document, please access the link and enter the requested information.

<https://forms.office.com/e/qF6g3SvZQd>

