

Business partner ethical codex of Cayman Pharma s.r.o.

Cayman Pharma ("CP") supports all efforts towards sustainability in all business activities and aims to apply highest ethical, social and environmental standards. Since our business partners play an important role in such policy and its successful implementation we strive to conduct business with partners that share such commitment and operate ethically and in a socially and environmentally responsible manner.

Following CP expectations are not intended to replace, supersede or conflict with any applicable legal or regulatory requirement or contractual obligation with CP.

Business partners are expected to:

- Not use any form of forced or involuntary labour
- Not use child labour
- Use only recruiters that comply with local labour law while any entity shall not
 - Withhold or prevent a worker from accessing his or her identity or immigration documents, such as passports, work permits or drivers' licenses
 - Charge workers recruitment or placement fees, or require workers to make deposits
- Not use fraudulent recruitment practices and shall disclose to workers all information regarding key terms and conditions of their employment, including wages and benefits, the location of the work and any significant costs to be charged (if applicable)
- Provide a workplace free of
 - harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuses
 - harassment and discrimination including reasons like: race, color, gender, age, religion, national origin, ancestry, ethnicity, disability, sexual orientation, gender identity, gender expression, genetic information, citizenship status, marital status, military/veteran status or any other characteristic protected by applicable law
- Pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits
- Shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labour unions, seek representation and join workers' councils - workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment
- Respect individuals in a manner consistent with the rights to privacy and data protection
- Use information about people appropriately for necessary business purposes and protect it from misuse in order to prevent harm to individuals such as discrimination, stigmatization or other damage to reputation and personal dignity, impact on physical integrity, fraud, financial loss or identity theft
- Protect workers from overexposure to chemical, biological and physical hazards and physically demanding tasks in the workplace and in any company-provided living quarters
- Have programs in place to prevent or mitigate catastrophic incidents associated with operations and processes
- Identify and assess emergency situations in the workplace and any company-provided living quarters, and minimize their impact through prevention and by implementing emergency plans and response procedures

- Educate, train and protect workers from hazard and make safety information related to hazardous materials available for this purpose
- Conserve natural resources and engage in activities aimed at reducing water usage, energy consumption and greenhouse gas emissions
- Have systems in place to quantify the amount of water used, energy consumed, and greenhouse gases emitted by their operations
- Have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges
- Have systems in place to prevent and mitigate accidental spills and releases into the environment
- Comply with applicable laws, regulations, standards and environmental regulations
- Not offer, pay, ask for or accept anything of value – or give the appearance that they do – in order to improperly influence decisions or actions with respect to any CP business or government activities
- Conduct their business consistent with fair and vigorous competition and in compliance with applicable antitrust laws
- Employ fair business practices including accurate and truthful advertising
- Maintain complete and accurate financial books and records in all material respects in conformance with generally accepted accounting principles
- Shall protect CP intellectual property and confidential information, including any personal information collected, stored or processed for or from CP, and act to prevent its loss, misuse, theft, improper access, disclosure or alteration
- Avoid interactions with any CP employee that might conflict, or appear to conflict, with that employee acting in the best interests of CP - for example, partners should not employ or otherwise make payments to any CP employee during the course of any transaction between the partner and CP, other than pursuant to the CP contract
- Not provide any gift, meal or entertainment to CP employee in any situation in which it might influence, or appear to influence, any of the employee's decisions in relation to the business partner
- Cooperate with investigating government agencies charged with enforcing compliance as and to the extent required by local laws (including, where permitted, by providing reasonable access to facilities and workers)
- Encourage all workers to report concerns or suspected illegal activities without threat of reprisal, intimidation or harassment, and shall investigate and take corrective action if needed