

# METAGENICS

## SUPPLIER CODE OF CONDUCT



## INTRODUCTION

Metagenics is dedicated to helping people live a happier, healthier life, through personalized lifestyle-based healthcare, by providing products that meet the highest quality standards

We are committed to doing this in a safe, ethical and honest manner, in a way that promotes corporate social and environmental responsibility.

This includes responsible supplier selection by conducting business with suppliers who share Metagenics' commitment to integrity. Therefore, Metagenics requires its suppliers and sub-suppliers to operate in accordance with the principles and ethical standards contained in the Supplier Code of Conduct. The guidelines set forth here are the minimum required and Suppliers are encouraged to exceed the requirements set forth in this Code.

Our suppliers comply with and exceed all applicable environmental, health and safety regulations and are committed to doing their part for a sustainable future through continuous efforts to improve environmental processes and achieve compliance.

The content of this Supplier Code of Conduct shall be reviewed on an ongoing basis.

## GUIDELINES

### **SOCIAL**

- Supplier supports the protection of internationally proclaimed human rights.
- Supplier ensures that its employees work in compliance with all applicable employment regulations and mandatory industry standards pertaining to regular working hours and overtime hours, including for breaks, rest periods, holidays, and maternity and paternity leaves
- Regular employment: All employees should be provided with a written employment contract setting out their terms and conditions in accordance with the local relevant jurisdiction. We expect all employment and the termination of employment to be carried out in a fair manner.
- Freely Chosen Employment: Supplier must not use forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, or slave labor. Supplier also must not engage in human trafficking, including transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment.
- Supplier must not use child labor in any stage of manufacturing.
- Compensation paid to employees will comply with applicable national wage laws and ensure an adequate standard of living.
- Equal treatment of all employees will be a fundamental principle of the supplier's corporate policy. Typical discriminatory treatment takes into consideration irrelevant characteristics of an employee such as race, gender, age, physical characteristics, disability, union membership, religion, pregnancy, sexual orientation, gender expression or any other irrelevant criteria.
- Supplier upholds the freedom of association and the right to collective bargaining in accordance with applicable laws.
- Supplier treats its employees fairly and with respect and provide a workplace free of harassment or abuse of any kind.

- Supplier must be committed to the safety and health of its employees and shall provide and maintain a safe and healthy work environment by minimizing physical and chemical hazards through proper engineering and administrative controls, preventative maintenance, safe work procedures and ongoing safety training.
- Supplier protects its employees' and neighbors' life and health, as well as the general public at large against any negative impact inherent in their processes and products.

## **ENVIRONMENT**

- Supplier meets or exceeds all applicable safety and environmental legal requirements, as well as both local and internationally recognized practices.
- Supplier promotes the safe and environmentally sound development, manufacturing, transport, use and disposal of their products.
- Supplier will minimize its negative impact on biodiversity, climate change and water scarcity, by using natural resources efficiently, reducing waste and minimizing emissions to air, water and soil.
- Supplier monitors, controls and responsibly manages waste and emissions generated in its supply chain. Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.
- Supplier is expected to continuously improve its sustainability performance by implementing appropriate measures.

## **BUSINESS CONDUCT PRACTICES**

- Supplier considers business integrity as the basis of business relationships.
- Supplier prohibits all types of bribery, corruption and money laundering.
- Supplier forbids gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.

- Supplier abides by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- Supplier respects the privacy and confidential information of all its employees and business partners as well as protect data and intellectual property from misuse
- Supplier will comply with all applicable laws, regulations, contractual agreements and generally recognized standards, which will be facilitated by implementing an appropriate Compliance Management System.
- Supplier will use only subcontractors or other third parties who comply with all applicable laws and regulations, and who adhere to the same (minimum) standards set forth in this Supplier Code of Conduct.
- Supplier is expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.

## OTHER RESPONSIBILITIES

### **COMMUNICATION OF THIS CODE**

Supplier will establish appropriate training measures to allow its managers and employees to gain an appropriate level of knowledge and understanding of the contents of this Supplier Code of Conduct, the applicable laws and regulations and generally recognized standards.

### **REPORTING VIOLATIONS**

Supplier enables its employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.

Should the supplier find any obstacles in meeting the requirements or find any breaches, those shall be reported immediately to the supplier's main contact at Metagenics. Supplier may report a violation via e-mail using the following address: [codeofconduct@metagenics.eu](mailto:codeofconduct@metagenics.eu).

### **COMPLIANCE MONITORING**

Supplier shall, if so requested, provide Metagenics with the information needed to check its compliance with this Supplier Code of Conduct.

Metagenics reserves the right to request an internal assessment or an assessment by an independent organization acting on behalf of Metagenics regarding compliance with this Supplier Code of Conduct.

Thank you for your continued efforts and collaboration with Metagenics.