

Declaration of Principles on Respecting Human Rights

Regarding Agenda 2030, KREIENBAUM Neoscience GmbH (referred to as KREIENBAUM) hereby commits to ecologically and socially responsible corporate management and to compliance with and monitoring of human rights due diligence obligations throughout the company.

In doing so, we observe applicable national and international laws and conventions such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, etc.

As a manufacturer, importer and distributor of products from the fields of medicine and life science, KREIENBAUM feels it has a great responsibility to optimize business relationships along our supply chain in terms of sustainability and to support our suppliers in fulfilling their social, ecological and ethical responsibilities.

In our efforts, we are guided by the 10 principles of the UN Global Compact:

Human Rights:

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour:

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment:

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption:

10. Businesses should work against corruption in all its forms, including extortion and bribery.

We expect the same commitment from all of our suppliers and partners.

In order to achieve our goals, we have developed the following overall concept:

- As part of our risk management, we identify and analyze potential human rights and environmental risks in our direct supply chain. If necessary, measures to minimize risk will be implemented.
- As part of the supplier assessment, we evaluate our suppliers with regard to compliance with basic human rights standards. The suppliers who have submitted a policy statement in accordance with the applicable regulations receive the highest rating. All our critical suppliers are required to complete and sign an appropriate self-disclosure form as the basis of cooperation.
- Upon detection of any violations, we will draw up an appropriate action plan and endeavour to implement it together with the parties concerned.
- As part of the annual management review, the effectiveness of the implemented concept is reported and conclusions are drawn regarding the achievement of goals and possible improvement measures in the supply chain area.
- We organize a complaints procedure on our homepage with the possibility of recording and evaluating complaints.
- We train our employees in the relevant topics in the area of supply chains to ensure effective implementation of human rights and environmental due diligence in our company.

Thereby, the management plays a central role in setting tasks, communicating corporate values and monitoring the results.

In the continuous development of our processes, we rely on the motivation and competence of our employees and on close and trustful cooperation with our partners.