



Almirall Suppliers' Code of Conduct



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Letter from our Chairman and CEO

At Almirall, we strongly believe that our strategic goals and our Purpose can only be achieved through a commitment to respect for the law, fairness, integrity, and transparency. Our Purpose is more than just a statement, it is a promise - a promise to “transform the patients’ world by helping them achieve their hopes and dreams for a healthy life”. This purpose is our legacy, our contribution to society, and our footprint for future generations.

Our corporate values - Care, Innovation, Courage, and Simplicity - are not just words, but the very essence of our culture at Almirall. These values are the pillars that guide us in earning and maintaining the trust of our patients, healthcare professionals, and other stakeholders.

We view our relationships with our key suppliers as invaluable assets and we seek out of suppliers who share our dedication to quality, rigor, and excellence, and who can enhance our activities. The foundation of our relationships with our suppliers is built on our mutual respect for the law, honoring commitments, providing quality service, and maintaining good faith in all contractual obligations.

At Almirall, we procure with a purpose. We strive to create ethical, sustainable, and collaborative relationships with our suppliers. We believe that such relationships can lead to the discovery of innovative approaches to overcome challenges and create opportunities.

I am pleased to present the Almirall Suppliers’ Code of Conduct- our set of expectations for our suppliers. In today’s constantly evolving global landscape, change is the only constant. We believe it is more important than ever to keep and prioritize sustainable practices at the heart of our business. We look forward to working alongside with our suppliers to uphold these standards and continue delivering value to all our stakeholders and the health community.



Chairman and CEO

1

Introduction





Our ability to find the right partners aligned with our values and commitments to the health community, as well as with our own [Code of Ethics](#), contributes to the success of our business.

Almirall works with a diverse range of suppliers to further its business objectives and deliver innovative medicines for patients. **When choosing these relationships, we select suppliers who not only share our pledge to quality, consistency, and delivery; but are also aligned with Almirall's commitment to ethical business practices, transparency, and sustainability.**

When buying goods and services, we follow best procurement practices and offer payment terms that are fair and appropriate. We rely on suppliers to enable us to do business and deliver value. Working with the procurement team and following set processes helps ensuring that we use preferred suppliers and that the necessary purchase orders are raised sufficiently in advance.

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Finding the right partners contributes to the success to our Business.



A close-up, blue-tinted photograph of two people in business attire shaking hands. The focus is on the hands and forearms, with the background showing blurred office structures. The lighting is bright, creating a professional and positive atmosphere.

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Ethics



2.1 Anti-Bribery. Anti-Corruption

Almirall does not tolerate the attitude, behavior or practice of corruption, bribery or influence peddling in relation to civil servants or public institutions, both national and international, or otherwise in any circumstances.

Suppliers are expected to have the same zero-tolerance approach to these behaviors and in particular, **Almirall suppliers may not, directly, or indirectly, give, offer, or promise bribes or other unlawful incentives to any of their stakeholders.**

Irrespective of local practice or custom, **offering or gifting anything of value to anyone, including vendors, consultants, suppliers, healthcare professionals, government officials or patients, to improperly influence their decisions, get or keep business or gain a commercial advantage for Almirall is not permitted.**

Suppliers are also expected not to offer gifts to Almirall employees, even if they are complimentary gifts.

Suppliers shall ensure they have adequate policies and systems in place to prevent corruption and comply with applicable laws and communicate with all employees or contractors working on behalf of Almirall how to raise questions or concerns as outlined in [section 3.5](#).

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Suppliers shall conduct their business responsibly, ethically and act with integrity.





2.2 Privacy

Almirall processes the personal data of its stakeholders with the utmost respect to their privacy, and in compliance with the applicable laws on personal data protection.

Whenever suppliers are rendering services to Almirall that involve processing activities on personal data, Almirall expects them to comply with applicable laws, to implement appropriate technical and organizational measures in such a manner that processing of personal data will meet the requirements of the applicable regulations, and to process personal data only on documented instructions from Almirall, including the adoption of the necessary safeguards with regard to transfers of personal data to a third country.

Almirall also expects suppliers to provide appropriate training to their staff on their responsibilities in accordance with applicable personal data protection laws. **Should a personal data breach occur, contain, handle and, where relevant, notify to Almirall any personal data breach related to personal data processed on its behalf.**

In particular, **when personal data of patients are processed, suppliers must ensure that the appropriate informed consent is in place** and that they handle personal data consistently with such consent and in line with the applicable privacy principles of purpose limitation, data minimization, accuracy, storage limitation, integrity and confidentiality, making available to Almirall all information necessary to demonstrate compliance. Among others, these will always be contractually agreed with Almirall in a Data Processing Agreement in writing.



2.3 Animal Welfare

In designing our pre-clinical trials and in our relationships with Contract Research Organizations to whom we outsource these trials, Almirall demands meticulous respect of current legislation in the field of research involving animals. The welfare of the laboratory animals is a top priority for Almirall. We have a moral responsibility with the animals we use for research, and we are highly committed to their responsible use.

In this connection, whenever services involve animal testing, suppliers are expected to treat animals humanely and with consideration of the 3Rs principles:

Replacement

which refers to technologies or approaches which directly replace or avoid the use of animals in experiments where they would otherwise have been used (for instance, *in vitro* or *in silico*).

Reduction

which refers to methods which minimize the number of animals used per experiment.

Refinement

which refers to methods which minimize animal pain and distress and enhance animal welfare.





2.4 Intellectual Property. Confidentiality. Insider Trading

Almirall's intellectual property (including, but not limited to, patents, trademarks and copyrights), **know-how and confidential information is the result of the collective efforts of all Almirall employees.** They belong to Almirall and constitute one of its most valuable intangible assets. Therefore, **suppliers shall ensure their protection and appropriate use in accordance with applicable laws and Almirall's instructions**, whenever such use is necessary for the purposes to render a particular service or provide goods.

Almirall's confidential information must always be protected, and suppliers must sign confidentiality undertakings to ensure that the appropriate safeguarding measures are adopted. Suppliers are also expected to communicate any Almirall confidential information to their own employees on a need-to-know basis only.

Almirall is a company listed in the Spanish stock-exchange market and in some cases, such confidential information might be considered privileged information under applicable regulations. In this connection, suppliers must have in place the appropriate policies and mechanisms that prohibit their employees from insider trading, for their own or third parties' benefit, using Almirall's confidential information.

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Almirall's intellectual property know-how and confidential information is the result of the collective efforts of all Almirall employees.





2.5 Trade Controls

Almirall does not engage suppliers which are established in a target country of any sanctions program implemented by national (e.g. the United States of America) **or supranational authorities** (e.g. the European Union, the United Nations).

Suppliers cannot have any link or deal, directly or indirectly, with any Specially Designated Nationals and Blocked Persons (SDN) or countries listed under OFAC, or other designated persons who are a target of a sanctions program according to the most current lists issued by the abovementioned national or supranational authorities.

2.6 Business Integrity. Fair Competition. Product Communication. Interactions with Healthcare Professionals, Healthcare Organizations and Patient Organizations

Almirall competes on the basis of fair play and respect for market laws. It does not tolerate deceitful, fraudulent or malicious conduct that could drive the company to obtain inappropriate advantages. **The promotion and commercialization of our products is based on their intrinsic added value, innovative nature and the rigorous dissemination of scientific information available on safety, quality and the efficacy of the products.**



Suppliers must conduct their business following the principles of integrity and ethical conduct as they are the cornerstone of the Almirall's culture and business practices. **Almirall has zero tolerance for bribery and corruption and expects all suppliers to conduct themselves with integrity, use sound judgement, and always do the right thing**, in line with fair competition and in accordance with all applicable anti-trust laws.

When the supplier services include providing information, awareness or promotional activities in relation to our company, activities, products and/or related diseases, the supplier will do so:

- ✓ Only when authorized by Almirall,
- ✓ Always in an ethical, fair and truthful way, following any instructions and using any materials and/or information received from Almirall,
- ✓ Ensuring that all transfers of value to healthcare professionals and government officials are based on fair market value and subject to legitimate intent, and
- ✓ In compliance with any applicable laws and self-regulatory codes (such as the European Federation of Pharmaceutical Industry Association (EFPIA), Code of Practice and the International Chamber of Commerce (ICC) or Advertising and Marketing Communications Code).

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Almirall has zero tolerance for bribery and corruption and expects all suppliers to do the right thing.





All interactions with healthcare professionals, healthcare organizations and patient organizations shall be appropriate, transparent and in accordance with any applicable laws and self-regulatory codes. We expect suppliers to provide, on time, any information that is required for Almirall to comply with its transparency obligations to be disclosed through the channels and as per the procedures and requirements established by applicable laws and self-regulatory codes (which may include, among others, the disclosure through company websites or the relevant authorities' platforms).





2.7 Product Security (Counterfeits)

Suppliers will not be involved in any activity related to counterfeit medicines or illegally traded medicines and will take the necessary steps to ensure the authenticity of medicines through the end-to-end supply chain, in case they provide services integrated in the Almirall's supply chain.

Suppliers shall inform Almirall in a timely manner about any incident related to counterfeit medicine involving an Almirall product that they become aware of and agree to provide reasonable assistance -if so requested- in any investigation initiated by Almirall.

Suppliers shall ensure that management and security systems protect products, components and ingredients from the risks of adulteration, falsification, or theft for the purpose of illegal resale.



3

Labor and Human Rights



Almirall believes that employees are key and valuable assets of a company. In this connection, suppliers must be aligned with this principle by respecting the human rights of their own employees and treating them with integrity, dignity and respect.

Suppliers are expected to comply at least with international human rights treaties, without prejudice to more favorable national laws. In particular, the observance of ILO (International Labor Organization) fundamental conventions and the principles set forward in the Universal Declaration of Human Rights by suppliers is an essential requirement.



3.1 Child Labor and Young Workers

Child labor is prohibited by the ILO Convention 138 on the Minimum Age.

Suppliers of Almirall may not use child labor. The minimum age for employment set forth by the ILO Convention 138 is 15 years of age (or 14 in accordance with developing country exceptions in accordance with the ILO Convention no.138). If the national law of the supplier stipulates a higher age for work or mandatory schooling, the higher age will apply.

Furthermore, the work carried out by employees under 18 years old must always respect the minimum employment conditions in force in each country's regulations and in no case, can be contrary to the minimum conditions established by the ILO. In this sense, children under 18 are forbidden from doing hazardous work (dangerous, unhealthy, or bad for their morals).





3.2 Non Abuse & Non-Harassment

Supplier shall strive for equality, providing a workplace free of any type of:

- **Discrimination** based on age, gender, color, race, ethnicity, disability, pregnancy, religion or belief, origin, sexual orientation, political affiliation, union membership, or marital status, in line with ILO Convention No. 111 on Discrimination. In this regard and if mandatory under supplier's national law, suppliers will promote equality within their organization through the preparation and implementation of plans and programs, that observe the minimum standards set forth in the relevant labor regulations.
- **Psychological, physical, sexual or verbal threat, intimidation, harassment or abuse.** Suppliers must not tolerate any practice such as inhuman treatments, corporal punishment, insults, harassment, mental or physical coercion.





3.3 Working Hours, Wages and Benefits

Suppliers must pay employees according to applicable wage laws, and agreed employment contracts, including minimum wages, overtime hours and mandated benefits. In this regard, wage payment will take place in a timely manner according to labor regulations applicable to the supplier.

Suppliers must have working hours in compliance with national laws and must communicate with employee, the basis on which they are being compensated in a timely manner and/or whether overtime is required and subsequently, the wages to be paid for such overtime. In no case shall working hours and overtime exceed the maximum thresholds set forth in the applicable labor regulations.

3.4 Minimum Employment Conditions. Forced Labor

Supplier must respect the minimum hiring and employment conditions established by the regulations in force. **Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor.**

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Suppliers must pay employees according to applicable wage laws, and agreed employment contracts.





3.5 Identification of Concerns

Suppliers' employees should be encouraged to report concerns or illegal activities in the workplace without threat of reprisal, intimidation, or harassment.

To this effect and if mandatory under their national law, suppliers will enable reporting channels for their employees. Suppliers will investigate such reported situations and take corrective actions if needed.

We encourage suppliers' employees to report also any conduct known or believed to be in violation of Almirall policies, guidelines or applicable law using our confidential SpeakUp! channel.

You can access our SpeakUp! channel from any web browser, mobile phone, tablet, or similar by using the following link:

<https://almirall.integrityline.com>





3.6 Freedom of Association and Collective Bargaining

Suppliers shall respect the rights of employees, as set forth in local laws, to associate freely, bargain collectively, join or not join labor unions, seek representation and join employees' councils, as well as to bargain collectively.

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining. Workers shall be able to communicate openly with management regarding working conditions without fear of retaliation.

3.7 Social Security

If required by their national law, suppliers shall comply with the social security regulations including timely payment of the relevant contributions.

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Suppliers shall respect the rights of employees, as set forth in local laws, to associate freely, bargain collectively, join or not join labor unions, seek representation and join employees' councils, as well as to bargain collectively.



4

Occupational Health and Safety





4.1 Minimum Standards. Employees Protection

As a minimum, suppliers will provide their employees with adequate lighting and temperature, potable drinking water, ventilation, sanitation, personal protective equipment, as well as with equipped and safe workstations.

Suppliers shall protect employees from unhealthy exposure to chemical, biological, psychological and physical hazards in the workplace. Appropriate equipment, facilities and services shall be provided to support worker safety, health, and wellbeing.

In accordance with occupational health and safety regulations, suppliers shall evaluate the risks of the work positions and will provide their employees with the necessary information and training to minimize the occupational risks accordingly.

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Suppliers shall provide a safe and healthy working environment for their employees.





4.2 Process Safety

Suppliers shall operate and maintain all its facilities in the safest manner possible. **Suppliers shall have programs in place through safety controls processes to prevent significant release of chemicals.**

4.3 Emergency Preparedness and Response

Suppliers shall identify and assess risks and emergency situations in the workplace in order to minimize their impact by implementing emergency plans and response procedures.

4.4 Hazard Information

Safety information relating to hazardous materials (including pharmaceutical compounds and pharmaceutical intermediate materials) shall be available to educate, train and protect suppliers' employees from hazards and will be shared with Almirall as per its request.



5

Environment

At Almirall we understand environmental protection as an obligation to society, to ourselves, to the world's sustainability and for future generations. We expect our suppliers to have the same respect for the environment.

Suppliers are encouraged to conserve natural resources, reduce greenhouse gas (GHG) emissions, preserve biodiversity and clean water, and minimize and control the use of hazardous materials.





5.1 Environmental Authorizations

Suppliers must comply at all times with the current environmental legislation. All required environmental permits, licenses, information registrations and restrictions shall be obtained and their operational and reporting requirements followed.

5.2 Pollution Prevention. Resources Management

Suppliers will respect the environment by using resources rationally and will implement control mechanisms in order to minimize the pollution caused by suppliers' activities.

5.3 Waste and Emissions

Suppliers will minimize the generation of waste through avoidance, reuse and/or recycling procedures.

Suppliers will measure, test, control and treat emissions and industrial wastewater before they are released into the natural environment. The hazardous substance emissions into the atmosphere must be also measured, tested and treated before they are released.

Suppliers shall strive for circularity, designing out waste, taking measures to improve efficiency and reduce the consumption of resources, including water, favoring renewable and sustainable sources. They shall also take measures to reuse and recycle.



5.4 Spills and Releases

Suppliers must have systems in place to prevent or mitigate accidental spills and releases into the environment.

5.5 Climate Change

Suppliers will progressively measure their greenhouse gases emissions and will pledge to voluntarily reduce them.

Suppliers shall monitor and reduce their greenhouse gasses (GHG) emissions and support their suppliers to do the same.

5.6 Biodiversity Preservation

Suppliers shall understand their impacts on biodiversity, reducing and mitigating their footprint wherever possible.

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Suppliers will progressively measure their greenhouse gases emissions and will pledge to voluntarily reduce them.



6

Quality





Almirall's suppliers are expected to meet agreed upon product specifications and quality requirements in order to provide goods and services that consistently meet applicable international quality regulations and Almirall's needs, perform as intended and are safe for their intended use. These product specifications and quality requirements shall be defined in a supply agreement and a quality agreement between Almirall and the supplier.

Almirall requests to its suppliers the commitment of fulfilling the quality standards applicable to each category of supplied product, as it is defined by the health authorities. At the same time, with the aim of overseeing and strengthening this degree of fulfilment, Almirall defines and performs periodical audit plans to its suppliers.

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Almirall's suppliers are expected to meet agreed products specifications and quality requirements.



7

Governance and Management Systems





Suppliers shall use appropriate systems to conduct due diligence on risk and impact of its activities, monitor compliance with legislation, set priorities, assign responsibility, adopt risk-mitigation measures, and facilitate continual improvement.

Suppliers are expected to manage their activities systematically in order to maintain business continuity, meet the standards set forth in this Almirall Suppliers' Code of Conduct and to improve their operations continually. Such measures shall include, at least and without limitation, the following:

✔ **Risk Management**

Have mechanisms to determine and manage risks in all areas addressed by the principles contained in this document. This includes having a management of change process in place to evaluate and control the risk of change.

✔ **Culture, Commitment and Accountability**

Demonstrate commitment to the standards described in this document by allocating appropriate resources and identifying senior responsible personnel, thereby creating a culture of responsible practices.

✔ **Traceability and Control**

Have systems in place to carry out due diligence on its own supply chain, including traceability for the sources of raw materials to support legal and sustainable sourcing.

✔ **Legal Requirements and Customer Requirements**

Identify and comply with applicable laws, regulations, recognized standards, and relevant customer requirements as agreed in the contract in place.





- ✓ **Training and Competency**

Have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address the expectations in the principles contained in this document.

- ✓ **Effective Communication**

Informing subcontractors involved in the services provided to Almirall about the contents of this Almirall Suppliers' Code of Conduct and requiring compliance therewith or with their own codes and policies containing similar principles.

- ✓ **Documentation**

Maintaining the necessary documentation to track and prove compliance with these standards.

- ✓ **Continuous Improvement**

Continually improving by setting performance objectives, executing implementation plans and taking necessary corrective actions for risks or deficiencies detected.

- ✓ **Response and Remediation**

Reporting promptly to Almirall any non-compliance, breach or violation of this Almirall Suppliers' Code of Conduct doing best efforts to mitigate and remediate the consequences of such breach.



A scenic photograph of a two-lane asphalt road that curves gently through a lush, green forest. The road is flanked by tall, dense evergreen trees, and the sky above is overcast with soft, grey clouds. The overall atmosphere is serene and natural.

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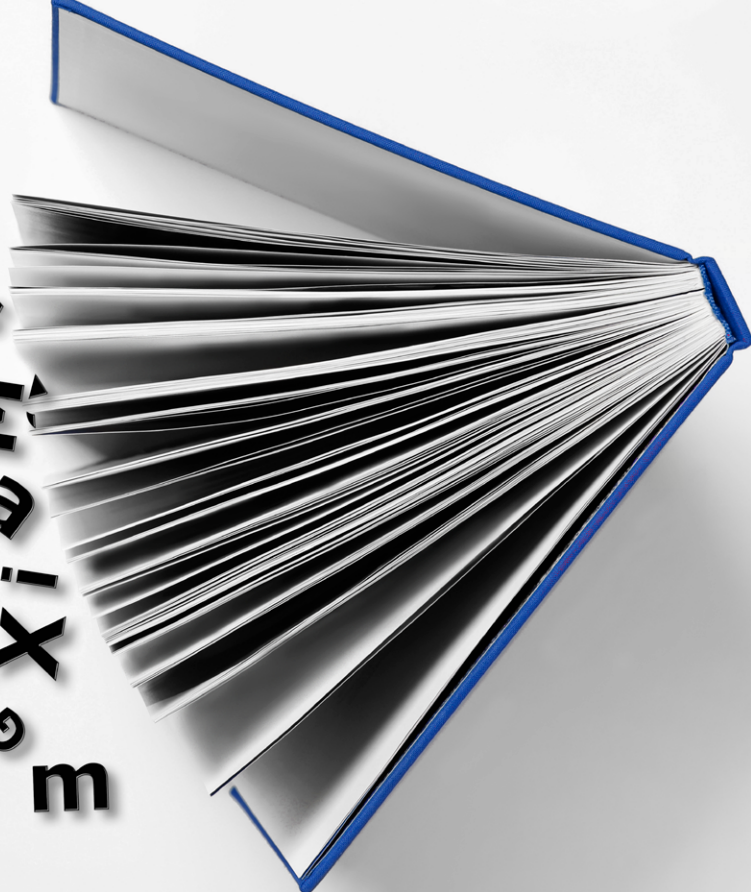
Additional Expectations



In addition to the expectations and commitments reflected in the above sections, Almirall also expects that all its suppliers will:

- ✓ Act **ethically** and in **good faith**;
- ✓ Provide **quality** services and goods;
- ✓ Be **transparent** and give truthful, complete and accurate **information** during the bidding and registration process, as well as during the whole business relationship;
- ✓ Act in the **best interest** of **society** while seeking to achieve **Almirall's** long-term business objectives;
- ✓ Accept to **abide by** the standards, principles and commitments contained in **this document** (or such contained in their own codes and policies containing similar principles) as it is an important element in a supplier's assessment and selection, and require the same from its sub-contractors;
- ✓ **Meet contractual commitments** and **ensure** that the **subcontractors** that may be involved in the provision of services or goods also do so;
- ✓ Allow Almirall to **monitor contract compliance**, to **audit risks associated** to the category of services or goods furnished, and put in place the proper **corrective actions** plans when required; and
- ✓ Promptly **inform** about any **incidence** that may adversely affect the provision of goods or services, being proactive to bring solutions.

Glossary





The following terms as mentioned in the Almirall Suppliers Code of Conduct shall have the meaning described below:

- **Biodiversity.** The variability among living beings from all sources including, *inter alia*, aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species and of ecosystems.
- **Bribery.** Act of dishonestly giving or receiving something of value (for instance, money or a gift) in exchange for some kind of favor, influence, or action in return.
- **Circularity.** A systems solution framework that tackles global challenges like climate change, biodiversity loss, waste, and pollution. It is based on three principles, driven by design: eliminate waste and pollution, circulate products and materials (at their highest value), and regenerate nature.
- **Corruption.** The abuse of entrusted power for private gain and / or illicit benefits.
- **Counterfeit Medicine.** Counterfeit medicine is an illegal medicine that may be contaminated or contain the wrong or no active ingredient. Medicine could have the right active ingredient but at the wrong dose. Counterfeit medicine may be harmful to health.
- **Culture.** Combination of the attitudes, values, and beliefs of an organization that influence how it operates or how it reacts.
- **Due diligence.** Research and analysis of a company or organization done in preparation for a business transaction or as part of operational reviews.
- **Greenhouse gas (GHG) emissions.** Emissions from the six GHGs covered by the United Nations Framework Convention on Climate Change (Carbon dioxide (CO₂); Methane (CH₄); Nitrous oxide (N₂O); Hydrofluorocarbons (HFCs); Perfluorocarbons (PFCs); and Sulphur hexafluoride (SF₆)) which contribute to global warming and climate change.
- **Healthcare Organisation.** Any healthcare, medical or scientific association or organization (irrespective of the legal or organizational form), such as a hospital, clinic, foundation, university or other teaching institution or learned society; or entity through which one or more healthcare professionals provide services.





- **Healthcare professional.** Any individual that is a member of the medical, dental, pharmacy or nursing professions or any other person who, in the course of his/her professional activities, may prescribe, purchase, supply, recommend or administer a medicinal product for human use.
- **Human rights.** As laid out in the United Nations Guiding Principles on Business and Human Rights (UNGPs), human rights are defined, at a minimum, as the rights expressed in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
- **Insider trading.** Illegal practice of trading on the stock exchange to one's own advantage through having access to confidential information of a listed company.
- **Patient organizations.** Non-for-profit organizations (including the umbrella organizations to which they belong), mainly composed of patients and/or caregivers, that represents and/or supports the needs of patients and/or caregivers.
- **Personal Data.** Information relating to natural persons: (i) who can be identified or who are identifiable, directly from the information in question; or (ii) who can be indirectly identified from that information in combination with other factors specific to such individual; in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of such natural person.
- **Physical hazards.** Factors within the environment that can harm the body without necessarily touching it.
- **Recognized standards.** Generally accepted management systems and / or specifications emanating from international organizations.
- **Renewable resources.** Renewable resources are an energy source that cannot be depleted and are able to supply a continuous source of clean energy.
- **Transfer of value.** Payment or compensation made to a healthcare professional, healthcare organization or patient organization by Almirall (directly, or indirectly through the service provider), whether in cash, in kind or otherwise and independently of its purpose; provided that Almirall knows or is able to identify who is the healthcare professional, healthcare organization or patient organization that will benefit from the transfer of value.
- **Working environment.** Surrounding conditions in which an employee works and operates.



10

References





- **Almirall – Code of Ethics**

[Our responsibility | Almirall](#)

- **Almirall – Human Rights Policy**

[Human Rights Policy](#)

- **Almirall – Suppliers Site**

[Suppliers | Almirall](#)

- **Almirall – Together We Care**

[We Care | Almirall](#)

- **EFPIA Code of Practice**

<https://www.efpia.eu/media/fg2n40ks/efpia-code.pdf>

- **ICC Advertising and Marketing Communications Code (International Chamber of Commerce)**

<https://iccwbo.org/news-publications/policies-reports/icc-advertising-and-marketing-communications-code/>

- **International Labour Organization**

<https://www.ilo.org/global/lang--fr/index.htm>

- **International Organization for Standardization**

<https://www.iso.org/home.html>

- **PSCI**

<https://pscinitiative.org>

- **United Nations Global Compact**

<https://www.unglobalcompact.org>

