



Declaration of basic principles by the MULTIVAC Group.



Respecting human rights and the environment in the supply chain



Our commitment to respecting human rights

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We are conscious of our responsibilities as a company. The MULTIVAC Group (hereinafter referred to as MULTIVAC) commits itself to respecting nationally and internationally recognized human rights and the environment, when it comes to the management of the company and the global added value chain. This declaration of basic principles

applies to all MULTIVAC subsidiaries, and therefore by extension to all our associated companies. Our human rights strategy is implemented primarily through instructions or guidelines on behaviour to our staff members and those business partners, who follow the MULTIVAC Code of Conduct.

Standards and guidelines

Our commercial dealings are based on national laws and the internationally recognized framework of human rights, as well as established environmental standards. In particular we also abide by the fundamental requirements of the ISO 14001:2015 environmental management systems, the ISO 9001:2015 quality management systems, and the ILO OSH 2001 guidelines on management systems for health & safety protection in the workplace. All products, which are brought into circulation by MULTIVAC, are subjected to a conformity assessment procedure with the aim of protecting human life, the environment, and the wealth and possessions of third parties. We have compiled and published our Sustainability Report since 2022.

The standards and values anchored in the framework documents are also reflected in our own guidelines, which form the binding standards of behaviour for our staff members and business partners.

The individual details are currently as follows:

- Code of Conduct:
Internal MULTIVAC standards and directives for our staff members and business partners
- Business Partner Compliance Guidelines:
Basis for working together with our business partners
- Compliance Code:
Internal code of behaviour for promoting ethical conduct and corporate culture
- Purchasing Guideline:
Basis for the global procurement policy of our company

This declaration of basic principles supplements the existing corporate principles, guidelines and agreements, and it covers the impact of our business activity at all sites worldwide.



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3 Measures for effective risk management

MULTIVAC has established suitable processes within its company principles for adequately protecting human rights and the environment.

We counter the usual industry risks, to which a manufacturing company like MULTIVAC is subject, through the implementation of effective preventive measures and solutions. MULTIVAC regularly conducts a software-based and systematic risk analysis in relation to human rights and the environment, in order to check the impact of our business activity on human rights and the environment. Our risk analysis is conducted in accordance with the legal requirements at least once a year, as well as more frequently if circumstances demand. The risks identified are based on the fact, that the company operates globally, i.e. it has worldwide supply chains, which result in a high level of complexity and diversity. In addition to this, the technology and raw materials affected by this business activity can, under some circumstances, be fraught with risk. We are conscious of the fact that systemic risks, which are partly outside our area of influence, may result from our global activity or the technology and raw materials involved. We have prioritised those risks, which have the greatest weight in terms of severity and likelihood, and over which we have the greatest influence. In those areas where it is directly possible for MULTIVAC, we will continue to take concrete remedial measures based on new awareness of infringements, which have already occurred or threaten to do so, and we will also increasingly develop and implement preventive measures.

Public access to reporting channels plays an important role at MULTIVAC and our business partners in assisting those affected, as well as encouraging observers of possible human rights infringements or environmental risks to come forward. MULTIVAC offers a central online reporting system on the company's website for confidentially reporting information about human rights infringements or environmental risks. The online reporting system is available in various languages and accessible to everyone. It is also possible to leave a personal message by e-mail, phone or post. MULTIVAC guarantees that the information will be handled confidentially, and that the data protection requirements will be observed, as well as protection given to the informant against punishment or sanctions. The informant can gain information about the general progress of the complaint process, by referring to the code of procedure, which can be viewed publicly on our website.

We continuously document within the company all the measures taken to meet our duty of care, and we make sure that these are held for at least seven years.

Transparent communication about challenges with human rights and environmental issues is another core element of our duty of care. We report regularly on any significant risks or infringements of our duty of care as regards human rights and the environment, and we publicise the measures taken and the progress achieved, as well as providing information about outstanding challenges.



Expectations of our staff members and business partners

4 We expect of all our staff members, that they observe the basic principles of ethical behaviour, as well as social and ecological awareness, and that they integrate actively into the company culture. In addition to this, we consider it to be an important part of our duty of care, that we make our staff members aware of human rights and environmental issues, and that we commit them to upholding these values of care towards people and the environment. To this end we conduct regular training courses for our staff.

We encourage and support our staff members and business partners in meeting their duty of care and preventing negative outcomes. The basic principles of our corporate conduct in terms of human rights and the environment are also anchored in the Business Partner Compliance Guidelines. MULTIVAC expects its business partners to observe our basic principles for respecting human rights and the environment in the supply chain, as well as following the Business

Partner Compliance Guidelines. We also oblige our business partners to commit themselves contractually to addressing their duty of care in their own supply chains, as well as training their staff members at regular intervals in their duty of care as regards human rights and the environment. MULTIVAC is entitled to demand proof from its business partners, that they have carried out training regarding the content of the Law on Supply Chain Duty of Care (LkSG).

Any existing risks or infringements of the duty of care at our business partners must be reported to the appropriate contact person within our company. The business partner is obliged to take the necessary remedial and preventive measures. In the event of severe infringements of the business partner's agreed duty of care, we reserve the right to terminate our collaboration with the business partner.

Cooperation / Initiatives

We are however aware, that we can often only exercise a limited influence throughout these complex added value chains. It is for this reason, that we are involved in various

initiatives, as well as being a member of several working parties, aimed at strengthening human rights and protecting the environment.



Commitment to continuing the further development of our duty of care in relation to human rights and the environment

The Management Board is informed at regular intervals, and at least once a year, about the work of those charged with protecting human rights. This declaration of basic principles for respecting human rights and the environment in the supply chain is regularly checked and updated.

The guidelines and basic principles described here should not be considered as final and conclusive. Respecting human

rights and the environment, as well as implementing the duty of care in our commercial processes, is considered by us to be a major contribution to improving the environmental situation and upholding human rights. We accept this challenge and commit ourselves to continuing the further development of our duty of care, as well as recognizing our responsibility towards humanity and nature.

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