Supplier Code of Conduct

peptido

Since its founding in 1987, Peptido GmbH has been successfully producing high-quality active pharmaceutical ingredients. Customer satisfaction has always been our top priority!
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1. Foreword

Since our founding in 1987, Peptido GmbH has been committed to excellence in the production of high-quality active pharmaceutical ingredients, guided at all times by the principles of Good Manufacturing Practice (cGMP) through advanced organic synthesis processes. Our top priority is the complete satisfaction of our customers, to whom we offer a comprehensive range of services from laboratory-scale synthesis to industrial manufacturing, including all required analytical testing, regulatory documentation such as CEPs and DMFs, and stability studies. We strive to establish long-term partnerships with our customers by continuously advancing our products in order to meet specific needs optimally.

As a leading company in both service and quality, Peptido GmbH is dedicated to sustainability, aiming to contribute positively to social equity, environmental protection, and ethical business conduct while going far beyond legal requirements. Our business practices are aligned with the United Nations 2030 Agenda for Sustainable Development, also known as the Sustainable Development Goals (SDGs), and the UN Guiding Principles on Business and Human Rights. We expect our suppliers to support and promote this vision as well.

In this context, Peptido GmbH has developed a Supplier Code of Conduct which defines the fundamental requirements and principles that our suppliers and their subcontractors must comply with. This Code, which forms an integral part of our contractual relationships, serves as the basis for future deliveries and services. Compliance with the Code is essential to maintaining and strengthening our business relationships. In the event of non-compliance, Peptido GmbH reserves the right to take appropriate measures, including termination of the business relationship.

We strongly encourage our business partners not only to comply with this Code but to actively integrate its principles and requirements into their organizations. Adherence to the Code makes a significant contribution to a more sustainable and equitable world and reinforces mutual trust in our shared commitment to ethics and sustainability. By signing this document, our suppliers confirm their commitment to complying with the Peptido Supplier Code of Conduct, thereby supporting a lasting and successful partnership. Together, we promote a sustainable future and reaffirm our dedication to the highest ethical standards and sustainability.

Dr. Uwe Wahren
Geschäftsführer

Dr. Michael Fünfrocken
Geschäftsführer

2. Ethical Conduct and Legal Compliance

Prevention of Corruption and Bribery

The supplier acknowledges and agrees to comply fully with all applicable national and international anti-corruption laws and regulations. The supplier is committed to strictly avoiding any form of corruption, bribery, or unfair business practices. It is expressly prohibited to offer, promise, or provide any direct or indirect benefits to influence business transactions or to obtain undue advantages. Gifts and invitations must adhere to standard business practices and must not offer any improper benefit. All transactions and transfers of value must be transparent and appropriate.

Compliance with Fair Business Practices and Antitrust Laws

The supplier commits to strictly adhering to fair competition principles and all relevant antitrust laws. This includes a clear commitment to the highest ethical standards and the active prevention of any form of anti-competitive agreements, abuse of market power, or unfair competition. Participation in practices that undermine fair competition is strictly prohibited. The supplier is obligated to uphold the highest levels of integrity and to contribute to a fair and healthy competitive environment.

Avoidance of Conflicts of Interest

The supplier ensures that all decisions are made strictly on objective and factual grounds. It is the supplier's duty to proactively avoid any conflicts of interest that may arise from personal, business, or close relationships with individuals or entities in order to maintain impartiality and integrity in all business interactions.

Confidentiality and Data Protection

The supplier is required to take appropriate measures to ensure the confidentiality of sensitive information and to protect the intellectual property of its business partners. The use of such information is permitted solely for the purposes specified in the contract. Prior consent must be obtained before disclosing confidential information in the context of subcontracting arrangements.

The supplier handles personal data in full accordance with applicable legal requirements, particularly the Federal Data Protection Act (DSG) and, where applicable, the European General Data Protection Regulation (GDPR).

Complaint Mechanisms

The supplier ensures that employees and other stakeholders have the opportunity to openly raise concerns or report potential misconduct. Suitable reporting channels are in place to review and address such reports in a timely and appropriate manner. Efforts are made to create a safe environment for reporting, and individuals who speak up are protected from any form of retaliation.

3. Labor and Human Rights

Prohibition of Child Lab

The use or support of child labor is strictly prohibited and must not occur in any form. Peptido GmbH maintains no business relationships with suppliers that violate this fundamental rule to prevent child labor, whether directly or indirectly.

Fair Compensation

The supplier commits to ensuring fair compensation for all employees, including permanent staff, temporary workers, agency workers, apprentices, and freelancers. This compensation must at a minimum meet the national legal requirements and be in line with industry-standard wage levels.

Equal Opportunity

The supplier is obligated to prevent any form of discrimination or unequal treatment based on ethnicity, skin color, age, gender, national or ethnic origin, sexual orientation, marital status, health condition, disability, pregnancy, religion, belief, political opinion, or trade union membership. This applies to all aspects of employment, including recruitment, training, promotion, and compensation. The supplier must ensure that personal dignity, privacy, and individual rights are respected at all times.

Working Hours

The supplier must not require employees to work hours that exceed the maximum limits defined by international standards, national laws, or applicable collective agreements, with the most stringent standard taking precedence. It must be ensured that any overtime is always voluntary, in accordance with legal regulations, and compensated in line with national laws and rules.
The supplier is required to keep detailed records of employees' working hours and compensation in accordance with national laws and regulations and must provide these records upon request.

Prohibition of Abuse

Any form of inhumane treatment, including physical punishment, insults, threats, or the application of psychological or physical pressure on workers, is strictly forbidden.

Prohibition of Forced Labor

In accordance with our Supplier Code of Conduct, suppliers are prohibited from using, tolerating, or benefiting in any way from forced labor, slavery, or any other form of involuntary labor. It is absolutely essential that all work within the supplier's organization is carried out voluntarily. Employees must have the freedom to leave their position and to terminate their employment or any other work status at any time by providing reasonable notice.

Ensuring Freedom of Expression

The supplier is obligated to foster an environment in which employees have the right to communicate openly with their supervisors without fear of retaliation, intimidation, or threats.

Freedom of Association and Right to Collective Bargaining

The supplier is required to allow its employees the right to freedom of association and to engage in collective bargaining, in accordance with the applicable laws and regulations.

4. Health and Safety

"Peptido GmbH expects that the operational and management systems of the supplier, as well as the conduct of its employees, are designed to prevent workplace accidents and occupational illnesses."

Protection of Employee Health and Safety

The supplier must identify all relevant risks, particularly chemical, physical, technical, and biological hazards, and implement the necessary protective measures to safeguard the health and safety of employees and the provided workplace infrastructure.

Emergency Preparedness

The supplier must maintain emergency plans that include alarm procedures, first aid equipment, fire protection systems, and emergency exits. The supplier is also required to regularly train employees on emergency procedures, appropriate behavior in critical situations, and first aid measures.

Work Environment

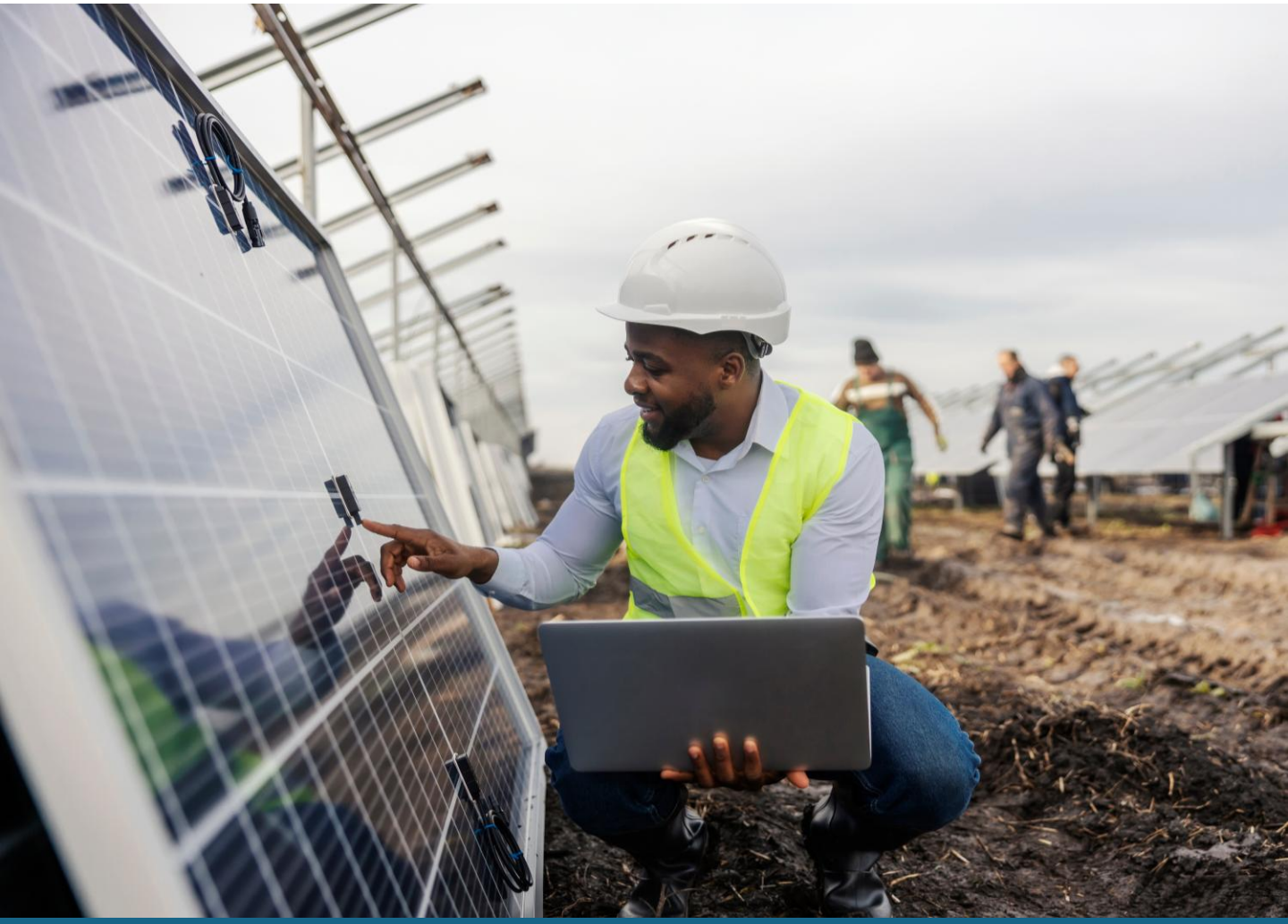
The supplier must provide a work environment that ensures employee safety and health protection. This includes basic provisions such as access to clean drinking water, adequate lighting, air quality, sanitary facilities, protective equipment, and properly equipped work areas, all in accordance with relevant legal requirements.

5. Environmental Protection and Resource Conservation

Resource Consumption, Pollution Prevention, and Waste Management

The supplier is required to strictly comply with all relevant environmental protection laws and regulations. The supplier is encouraged to optimize the use of natural resources and to actively reduce environmental damage such as pollution and excessive resource consumption.

The supplier must properly handle, recycle, or reuse waste and emissions in accordance with applicable environmental laws and regulations.



Hazardous Materials and Product Safety

The supplier is expected to clearly label all hazardous materials, chemicals, and substances and to implement appropriate measures for their safe handling, transportation, storage, recycling, and disposal. It is essential that the supplier fully complies with all applicable laws and regulations regarding hazardous materials, chemicals, and substances. The supplier must observe legal substance restrictions and product safety requirements and ensure that employees are comprehensively informed and trained in the safety procedures related to product use.

6. Monitoring Compliance with the Supplier Code of Conduct

By signing this document, the supplier commits to fulfilling the requirements set forth in the Supplier Code of Conduct. Peptido GmbH reserves the right to verify and monitor compliance with these principles. Additionally, Peptido GmbH may conduct on-site audits in coordination with the supplier.

7. Reporting Concerns

If there are concerns regarding potential violations of human rights or environmental standards within the sphere of influence of Peptido GmbH or its supply chain, suppliers are welcome to contact Peptido GmbH at any time. Our whistleblowing hotline is available at all times for anonymous reporting at www.sicher-melden.de/peptido, ensuring integrity and accountability. We thank all individuals who contribute to upholding our ethical standards. Every report will be reviewed with the utmost care and handled confidentially in accordance with applicable legal requirements.

Anonymous Reporting Plattform:

https://peptido.hinweis.digital/

Commitment to Compliance with the Supplier Code of Conduct

The undersigned supplier hereby confirms that they have read, understood, and acknowledged the current version of the Peptido GmbH Supplier Code of Conduct in its entirety. The supplier expressly commits to complying with the defined requirements, principles, and minimum standards in the areas of ethical conduct, human rights, working conditions, health and safety, environmental protection, and corporate responsibility. The supplier also agrees to pass on this commitment to any subcontractors. The supplier acknowledges that compliance with this Code constitutes a fundamental prerequisite for the business relationship with Peptido GmbH.

Company: _____

Address: _____

Name (in block letters): _____

Position/Function: _____

Place, Date: _____

Signature: _____

Contact

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As of: October 2026

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active substances