SUPPLIER CODE OF CONDUCT

ADDVANCE Consumer Health Group GmbH,
EVP Group GmbH
and their respective legally affiliated companies

Table of Contents

1. Introduction and general supplier duties 2
2. General legal obligations 2
3. Labour and human rights obligations 2
3.1 Forced labour, modern slavery and human trafficking 2
3.2 Child labour 2
3.3 Occupational health and safety 3
3.4 Working hours 3
3.5 Remuneration 3
3.6 Employment contracts and responsible recruitment 3
3.7 Freedom of association and collective bargaining 3
3.8 Complaint mechanisms and protection against retaliation 3
3.9 Information and training 3
3.10 Non-discrimination and equal treatment 3
3.11 Control, due diligence, and remediation 3
4. Business integrity and compliance 4
4.1 Anti-corruption 4
4.2 Free competition 4
4.3 Intellectual property and confidential information 4
4.4 Financial compliance 4
4.5 International trade laws 4
5. Environmental protection and responsible sourcing 4
5.1 Ingredients, materials, and critical raw materials 4
5.1.1 Mica 5
5.1.2 Marine raw materials and fish oil 5
5.1.3 Microplastics, synthetic polymers and environmental degradability 5
5.1.4 Palm-based ingredients 5
5.1.5 Wood-, paper-, pulp- and natural-rubber-based materials 5
5.1.6 Soy 5
5.2 Deforestation-free supply chains / EUDR 5
5.3 Packaging compliance and documentation 6
5.4 Biodiversity and ecosystems 6
6. Climate and energy 6
7. Animal welfare 6
8. Management, production sites, and subcontracting 6
9. Regulatory information, data, and cooperation 6
10. Guiding framework 7

1. Introduction and general supplier duties

This Supplier Code of Conduct ("CoC") applies to suppliers and business partners of **ADDVANCE Consumer Health Group GmbH, EVP Group GmbH, and their respective legally affiliated companies**. The entity entering the relevant supply contract or placing the relevant order is referred to below as the "**Company**". The supplier or business partner supplying goods or services to the Company is referred to below as the "**Supplier**". This CoC sets out standard requirements and, where communicated and applicable, legal, product-, market- and customer-specific requirements that the Company must ensure in its upstream supply chain.

The Supplier shall integrate the applicable requirements of this CoC into relevant policies, processes and management systems and communicate them within its organisation. The Supplier shall ensure that applicable legal and contractual obligations are not circumvented through contractual arrangements or other measures.

The Supplier shall keep appropriate records demonstrating compliance with this CoC and applicable laws. The Company may verify compliance through proportionate measures, including review of relevant records and, where justified, announced inspections or audits. In the event of a suspected material breach, the Company may require additional verification measures, including audits by appropriately qualified third parties or customer representatives where applicable.

The Supplier shall communicate relevant requirements of this CoC to its own suppliers and subcontractors on a risk-based basis and shall take reasonable measures to monitor implementation where appropriate.

In addition to this CoC, the Supplier shall comply with applicable product-, customer- and market-specific requirements communicated by the Company.

Material violations of this CoC may result in corrective measures, suspension or, where appropriate and proportionate, termination of the business relationship.

2. General legal obligations

The Supplier shall comply with all applicable laws and regulations in the countries in which it operates and in relation to the goods and services supplied to the Company. Where this CoC sets additional contractual requirements, the Supplier shall comply with them to the extent legally permissible.

The Supplier shall promptly inform the Company of material changes or incidents that may affect compliance with applicable legal, regulatory, customer or CoC requirements.

3. Labour and human rights obligations

For production sites located in countries classified as risk countries according to the current amfori BSCI country risk classification, the Supplier shall, as a rule, provide a valid amfori BSCI audit or SA8000 certification. Alternative social-audit or certification standards, including SMETA, may be accepted only following documented case-by-case assessment and explicit written approval by the Company, provided that no applicable customer requirement requires a specific or narrower standard.

3.1 Forced labour, modern slavery and human trafficking

All work shall be voluntary. Forced or involuntary labour, modern slavery, human trafficking, bonded labour, debt bondage, and servitude are prohibited. Physical punishment, mental or physical coercion, harassment, verbal abuse, threats, and other abusive disciplinary practices are prohibited. Workers shall be treated with respect and dignity, and disciplinary measures may only be applied in accordance with applicable law and internationally recognised human rights. Workers shall not be required to surrender identity documents, passports or work permits as a condition of employment. Workers shall not be charged recruitment fees or related costs, whether directly by the Supplier or indirectly through recruitment agencies or other intermediaries. Where a risk, substantiated indication or violation is identified, the Supplier shall investigate without undue delay, cooperate with the Company, and implement appropriate preventive and remedial measures.

3.2 Child labour

Child labour is prohibited. The Supplier shall comply with applicable minimum-age requirements and ILO Conventions No. 138 and No. 182. The rights of young workers shall be protected, and they shall not perform work that is hazardous or harmful to their health, safety, or development. The Supplier shall assess child-labour risks in its operations and, where relevant, its supply chain and provide relevant information and evidence upon request. If child labour is identified, the Supplier shall immediately implement and document appropriate remedial measures. Remediation shall prioritise the best interests, protection, and social integration of the affected child and, where appropriate, enable the child to attend and complete compulsory education.

3.3 Occupational health and safety

The Supplier shall provide a safe and hygienic working environment and comply with applicable occupational health and safety requirements. Appropriate procedures, training, and preventive measures shall be in place to identify, prevent, and respond to workplace hazards, accidents, and occupational illness. Measures shall address, where relevant, fire safety and emergency preparedness, hazardous and toxic substances, machinery and workplace hazards, adequate lighting, ventilation and heating, and appropriate occupational-safety training and drills. Access to safe drinking water, sanitary facilities and, where provided, safe and hygienic accommodation shall be ensured.

3.4 Working hours

Working hours, overtime, breaks and rest periods shall comply with applicable law and relevant industry standards. Regular working time shall not exceed 48 hours per week unless applicable law or a binding standard sets a lower maximum. Overtime shall be voluntary, shall not be required on a regular basis and shall generally not exceed 12 hours per week. Overtime shall be compensated with pay and/or time off in accordance with applicable law or binding industry standards. Workers shall receive at least one rest day after six consecutive working days.

3.5 Remuneration

Wages and benefits shall at least comply with applicable legal minimums or binding industry or collective standards, whichever is higher. Basic wages shall be sufficient to meet workers' basic living needs and provide discretionary income. Overtime shall be compensated in accordance with applicable law or binding standards. Unauthorised wage deductions and deductions as a disciplinary measure are prohibited. Equal pay for work of equal value shall be ensured. Workers shall receive all legally required benefits and clear, detailed, and regular information on the composition and payment of their remuneration.

3.6 Employment contracts and responsible recruitment

Workers shall receive written employment terms in a language they understand. The terms shall set out at least the essential conditions of employment, including job function, start date and, where applicable, duration of employment, working hours, remuneration and benefits, leave entitlements and termination conditions. Where contract or agency labour is used, the Supplier shall ensure that labour providers and recruitment agencies comply with the relevant requirements of this CoC, in particular regarding recruitment fees, identity documents, freedom of movement and lawful employment conditions.

3.7 Freedom of association and collective bargaining

The Supplier shall respect workers' lawful rights to freedom of association, worker representation, and collective bargaining. Where such rights are restricted by law, lawful alternative means of independent worker representation and dialogue shall be permitted. Worker representatives shall not be discriminated against for exercising these rights and shall be afforded appropriate access to workers where necessary to perform their lawful representative functions.

3.8 Complaint mechanisms and protection against retaliation

The Supplier shall maintain or provide access to effective and accessible complaint mechanisms appropriate to its risk profile for workers and, where relevant, other persons or communities potentially affected by its activities. Mechanisms shall be communicated in an understandable manner and, where appropriate, allow concerns to be raised confidentially. Persons raising concerns in good faith shall be protected from disciplinary action, retaliation, or other disadvantage.

3.9 Information and training

The Supplier shall communicate relevant labour and human-rights requirements to workers in an understandable and accessible form and in a language, they understand and shall provide appropriate training where necessary. Communication shall be adapted where required to ensure accessibility, including for workers with limited literacy.

3.10 Non-discrimination and equal treatment

The Supplier shall prohibit any form of discrimination, harassment or unequal treatment in employment or occupation, including but not limited to discrimination based on race, colour, sex, gender, age, religion or belief, political opinion, national or social origin, ethnicity, disability, health status, marital or family status, pregnancy, sexual orientation, gender identity, trade union membership or any other characteristic protected by applicable law. Equal treatment shall apply in particular to recruitment, remuneration, access to training, promotion, working conditions, and termination of employment.

3.11 Control, due diligence, and remediation

The Supplier shall identify and assess material human-rights risks in its operations and, where relevant, in its supply chain and shall act appropriately to prevent or mitigate adverse impacts. Relevant requirements shall be communicated to upstream suppliers on a risk-based basis, and their implementation shall be monitored

appropriately. In the event of identified risks, suspected violations or actual non-conformities, the Supplier shall promptly investigate the matter, inform, and cooperate with the Company as appropriate, and implement suitable preventive, corrective, or remedial measures. For material non-conformities, the Company may require a documented corrective action plan including responsibilities, measures, and agreed implementation deadlines. The Supplier shall provide evidence of implementation upon request.

The Supplier shall maintain appropriate records demonstrating compliance with this Code. The Company reserves the right to verify compliance by appropriate means, including document reviews and announced audits or inspections conducted by the Company, appropriately qualified third parties or, where applicable, customer representatives. In the event of a suspected material breach, the Company may, where legally permissible and proportionate, require additional verification measures, including an unannounced inspection. The Supplier shall provide reasonable access and cooperation required for such assessments.

4. Business integrity and compliance

4.1 Anti-corruption

Corruption, bribery, extortion, blackmail, and other unlawful advantages are prohibited. The Supplier shall not directly or indirectly offer, promise, give, request, or accept bribes, improper benefits, or other unjustified advantages in order to obtain, retain, or influence business or any other unfair advantage.

4.2 Free competition

The Supplier shall comply with applicable competition and antitrust laws and shall not enter into unlawful anti-competitive agreements or abuse a dominant market position.

4.3 Intellectual property and confidential information

The Supplier shall respect intellectual property and confidential information of the Company and third parties and shall use such information only as legally and contractually permitted.

4.4 Financial compliance

The Supplier shall comply with applicable anti-money-laundering, tax and accounting requirements, shall conduct business only with counterparties of appropriate integrity and shall not participate in transactions intended to conceal unlawful activity or evade applicable tax obligations.

4.5 International trade laws

The Supplier shall comply with applicable customs, import and export laws, international sanctions, and export-control restrictions, including applicable counter-terrorism requirements, and shall provide relevant information required for lawful trade operations.

5. Environmental protection and responsible sourcing

The Supplier shall comply with applicable environmental laws, permit requirements, and relevant technical standards. Appropriate preventive and management measures, proportionate to the Supplier's activities and risks, shall be in place for waste, water and wastewater, emissions, hazardous substances and chemicals, their safe handling and disposal, and efficient use of natural resources. The Supplier shall seek continuous improvement of relevant environmental processes where material and shall provide relevant environmental information and evidence upon reasonable request.

For production sites located outside the European Economic Area, including Switzerland and Great Britain, the Supplier shall, as a rule, maintain a valid environmental-management certification according to ISO 14001 or an equivalent standard accepted by the Company. Deviations may be accepted only following a documented case-by-case assessment and explicit written approval by the Company.

5.1 Ingredients, materials, and critical raw materials

Only raw materials and materials that comply with applicable legal and product-safety requirements and, where relevant, are considered safe according to current scientific knowledge may be supplied. The Supplier shall use natural resources, including raw materials, soil, water, and air, responsibly and efficiently and shall seek continuous improvement of relevant processes. Where appropriate, measures shall be taken to reduce resource consumption, avoid unnecessary waste, and promote reuse, recycling, and other circular approaches.

For raw materials associated with elevated environmental, human-rights, deforestation, animal-welfare or traceability risks, the Supplier shall maintain appropriate information on origin and supply chain and, upon request, provide information on production or harvest location, relevant production sites, certifications, and other supporting evidence.

5.1.1 Mica

Where mica is used, the Supplier shall disclose its use and origin and, upon request, relevant supply-chain information. Particular care shall be taken because mica sourcing can be associated with child-labour and other human-rights risks. The Supplier shall exercise appropriate due diligence and provide evidence that suitable measures are in place to prevent child labour and other socially unacceptable working conditions in the relevant supply chain.

5.1.2 Marine raw materials and fish oil

For marine raw materials and fish oil, the Supplier shall document origin, species and whether the material derives from wild capture or aquaculture. Where required by the Company or an applicable customer requirement, appropriate certification or equivalent evidence shall be provided, for example MSC for wild capture or ASC, BAP, or GlobalG.A.P. for aquaculture. Certificates must cover the relevant material or supply chain.

5.1.3 Microplastics, synthetic polymers and environmental degradability

The Supplier shall comply with applicable legal restrictions concerning plastic microparticles, polymers and other substances of environmental concern. Plastic microparticles shall not be intentionally used in products supplied to the Company where their use is prohibited by the Company's product requirements or applicable law. Where the Company applies a stricter product requirement, this requirement shall be communicated to the Supplier.

Where synthetic polymers are used, technically feasible substitution shall be assessed with consideration of product safety, quality, and functionality. Where substitution is not reasonably feasible, preference should be given, where technically appropriate, to polymers with lower environmental persistence or improved degradability, provided that product safety, performance and regulatory requirements are maintained.

For products, formulations or ingredients that may enter the environment during normal or reasonably foreseeable use, relevant environmental-fate and degradability characteristics shall be considered. Where technically feasible and compatible with product safety, quality and regulatory requirements, the Supplier shall support measures to improve degradability and shall provide relevant supporting information upon request.

5.1.4 Palm-based ingredients

A substitution of palm oil is not desired. Where palm-based ingredients are used, the following requirements apply unless the Company communicates a stricter product- or customer-specific requirement:

- Direct palm oil shall be organic and/or RSPO Segregated or Identity Preserved;
- Direct palm kernel oil shall be RSPO Segregated;
- and derivatives and fractions of palm oil or palm kernel oil shall be at least RSPO Mass Balance.

Book & Claim may be accepted only as a documented exception where the relevant material is not reasonably available at Mass Balance or a higher level. Alternative certification systems, such as ISCC PLUS, Rainforest Alliance or RSB, may be accepted only following prior review and approval by the Company.

5.1.5 Wood-, paper-, pulp- and natural-rubber-based materials

Wood-based materials such as paper, cardboard and pulp used in products or packaging should preferably contain a high recycled content or consist of certified virgin fibre. FSC certification is preferred; PEFC-certified material may also be accepted where appropriate, including where regional origin and processing support the sourcing decision. Wood used as a component of a product shall originate from certified forestry. Natural rubber should preferably originate from certified or otherwise responsibly managed and traceable sources. The Supplier shall provide relevant origin, recycled content and certification evidence upon request or where required for the relevant product or customer.

5.1.6 Soy

Where soy is used in products supplied to the Company, non-GMO soy shall be used unless otherwise agreed for the relevant product; unavoidable or accidental contamination up to 0.9% may be accepted where legally permissible. Soy shall comply with applicable legal requirements and the Company's applicable product- or customer-specific sourcing requirements. Origin, traceability, and deforestation-related evidence shall be provided where relevant.

5.2 Deforestation-free supply chains / EUDR

For goods and raw materials within the scope of applicable deforestation legislation, including the EU Deforestation Regulation where relevant, the Supplier shall provide the information required for compliance. This may include origin, legality, traceability and geolocation data, relevant due-diligence statement reference numbers or identifiers, and other supply-chain documentation. The Supplier shall promptly inform the Company of substantiated concerns

or material changes affecting compliance and retain relevant information for the legally required period. Certifications may support due diligence but do not replace statutory information requirements.

5.3 Packaging compliance and documentation

Packaging shall primarily protect the product from damage, spoilage, contamination, and migration and shall meet applicable requirements for transport, storage, and handling. Packaging shall comply with applicable legal and technical requirements for the relevant market and intended use. The Supplier shall provide accurate and timely information required for packaging compliance and technical documentation, including, where relevant, material composition and packaging structure, recycled content, recyclability-related data, substances of concern, labelling or digital information, and documentation required for conformity assessment or declarations. Where technically feasible and consistent with product safety, quality and regulatory requirements, the Supplier shall cooperate with the Company in reducing unnecessary packaging material, increasing the appropriate use of recycled material, and improving recyclability. Relevant requirements apply to transport, repackaging, and product packaging.

5.4 Biodiversity and ecosystems

Where the Supplier's activities or supplied materials are associated with material biodiversity or ecosystem risks, the Supplier shall identify and manage relevant risks such as deforestation, conversion of natural ecosystems, impacts on protected areas, soil degradation, water impacts, pesticide-related impacts, and biodiversity loss. For agricultural raw materials, origin and traceability information shall be maintained where relevant and provided upon request. Where products or raw materials are specified as organic, the Supplier shall comply with the applicable organic requirements, including Regulation (EU) 2018/848 where applicable, and provide appropriate certification or evidence.

6. Climate and energy

The Supplier shall comply with applicable climate- and energy-related legal requirements. Where relevant to the Company's greenhouse-gas accounting, customer obligations or reduction programmes, the Supplier shall provide reasonable and verifiable greenhouse-gas, energy, activity, or product-related data upon request. Suppliers with material emissions may be requested to assess relevant emissions from procurement, manufacturing, and delivery processes and to identify and implement appropriate emission-reduction measures. Where relevant, measures may include improved energy efficiency or increased use of renewable energy. The Supplier shall, where requested, provide periodic information on relevant climate measures and progress, including annual updates where agreed. Any additional target-setting or methodology requirement will be communicated separately where applicable.

7. Animal welfare

Where animal-derived products or materials are supplied, the Supplier shall comply with applicable animal-welfare legislation and shall ensure that relevant animal-welfare requirements are observed in husbandry, transport where applicable, and sourcing. Animals shall be kept and overseen in a manner appropriate to their species and consistent with applicable animal-welfare requirements. For sourcing outside the European Union, standards equivalent to applicable EU animal-welfare requirements may be required where communicated by the Company. Any additional product- or customer-specific requirements shall be complied with. Animal testing for products or brands of the Company shall not be conducted or commissioned unless required by applicable law or regulatory authorities.

8. Management, production sites, and subcontracting

The Supplier's management shall recognise the requirements of this CoC, assign appropriate responsibility for their implementation, and integrate them into relevant policies, processes, and management systems, regardless of the Supplier's position in the production or supply chain. The Supplier shall provide accurate information on relevant production sites upon request and shall promptly notify the Company of material changes to production locations, relevant subcontracting arrangements or other circumstances that may materially affect compliance, traceability, or agreed customer requirements.

9. Regulatory information, data, and cooperation

Upon reasonable request, the Supplier shall provide the Company with accurate, complete, and timely information and documentation required for applicable legal, regulatory, reporting or customer requirements. This may include information relating to product and material composition, packaging, origin, traceability, production sites, greenhouse-gas emissions, certifications, audits, and other relevant supply-chain data. The Supplier shall also provide, in writing upon request, information on measures taken to fulfil and implement this CoC. The Supplier shall cooperate with reasonable compliance assessments and promptly notify the Company of material changes affecting the accuracy or validity of previously provided information.

Where an actual or potential non-conformity, material risk or suspected violation is identified, the Supplier shall promptly cooperate in clarifying the facts and implementing proportionate preventive, corrective, and remedial measures. Where necessary, the Supplier shall keep the Company informed of material risks, violations, and the status of agreed measures. The Company may request evidence of implementation and follow-up verification.

10. Guiding framework

This CoC is informed by the following internationally recognised frameworks, standards, and conventions, as applicable and as amended from time to time:

- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Global Compact Principles
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Business Conduct
- Relevant International Labour Organization (ILO) Conventions, including in particular:
    - ILO Convention No. 29 on Forced Labour
    - ILO Convention No. 105 on the Abolition of Forced Labour
    - ILO Convention No. 138 on Minimum Age
    - ILO Convention No. 182 on the Worst Forms of Child Labour
    - ILO Convention No. 79 on Night Work of Young Persons
    - ILO Convention No. 155 on Occupational Safety and Health
    - ILO Convention No. 111 on Discrimination in Employment and Occupation
    - ILO Convention No. 159 on Vocational Rehabilitation and Employment of Disabled Persons
    - ILO Convention No. 1 on Hours of Work
    - ILO Convention No. 14 on Weekly Rest
    - ILO Convention No. 26 on Minimum Wage-Fixing Machinery
    - ILO Convention No. 131 on Minimum Wage Fixing
    - ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise
    - ILO Convention No. 98 on the Right to Organise and Collective Bargaining
    - ILO Convention No. 135 on Workers' Representatives
    - ILO Convention No. 154 on Collective Bargaining
    - ILO Convention No. 142 on Human Resources Development
- UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (Palermo Protocol)
- Council Regulation (EC) No. 1/2005 on the protection of animals during transport and related operations
- Applicable EU and national legislation relevant to the goods and services supplied.