

# Code of Conduct

## Preamble

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We, the EVP Group, develop and distribute products via our subsidiaries that help society to achieve better health and vitality.<sup>1</sup>

In order to fulfil this task optimally, we have drawn up a corporate mission statement which is valid for all companies of the EVP Group. With this we express the goals and values for which the EVP Group stands:

### **POWER**

#### **We shape the future with determination**

Without compromising on quality, we will diversify our products to actively strengthen the EVP Group every day, creating a powerful brand and expanding our markets internationally.

### **INNOVATION**

#### **We set trends**

We operate dynamically in the market and anticipate developments. Our experience and expertise allow us to courageously tread new paths and implement our ideas unerringly.

### **EMOTION**

#### **Our enthusiasm is infectious**

Consumer Healthcare is our passion. We are close to the consumer and our retail partners and find the best solution for every need and every project with team spirit and commitment.

For us - in our various roles as employers, employees, business partners and as part of society - people are always at the centre of all our actions.

This Code of Conduct (CoC) sets out the principles and values on which our corporate actions are based. These reflect our corporate culture, guide us to act responsibly and help us make the right decisions. The CoC is a guideline for all EVP employees. We also expect our business partners to consider the content relevant to them in the context of our cooperation and to recognise and uphold the relevant principles.

The fact that we always comply with legal regulations and applicable legislation is a matter of course for us.

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<sup>1</sup> For reasons of better readability, only the male form is used in the following, although all sexes are meant equally.

## Our Products

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**Our top priority is to develop and distribute a health-promoting range of high-quality products which are safe and add value to society. Our claim is to be the best in what we do.**

- We ensure this added value by placing the needs of our customers and consumers at the heart of our product development and service activities.
- Our goal is the highest level of satisfaction and unrestricted trust of our customers and consumers. With our certified quality management systems, we ensure that we only develop and distribute products of the highest quality and safety (depending on location and product category, "Good Manufacturing Practice" (GMP), ISO 13485, IFS (Broker)/BRC and/or ISO 9001).
- The product safety culture is a fundamental part of our corporate policy. This includes the responsibility of each employee, as well as controlling the purchasing processes. Furthermore, we communicate transparently with our suppliers and customers. In this way all externally purchased goods and services meet the requirements on product safety and quality.

## Our fellow human beings

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**We live up to our corporate claim by focusing on people. In this way, we ensure a humane, productive and constructive working environment as well as social interaction.**

- We meet our employees, colleagues and business partners at eye level and treat each other with respect.
- We stand by our word and behave reliably, honestly and with integrity towards our fellow human beings.
- We promote diversity and equal opportunities in our company. These are attributes that enrich and strengthen us and are therefore essential to our success. We do not tolerate discrimination in any form whatsoever.
- We place particular value on an open and constructive dialogue with each other and live this claim in our business relationships as well.
- Together, we are the foundation of our success. We value each other, think networked and work across departments.
- We stand for a personal, responsible and versatile working environment with flat hierarchies and safe working conditions.

## Our business partners

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**We strive to build long-term and sustainable relationships with our business partners, and we are committed to fair competition.**

- We are committed to fair competition. This includes compliance with European and international competition and antitrust law as well as the associated regulations on price agreements, exchange of information and the allocation of markets.
- We dissociate ourselves clearly from the granting and acceptance of advantages. We do not tolerate corruption or bribery in any form.
- We ensure that we conduct business relations only with partners whose activities are legal and whose funds come from legal sources. We do not tolerate money laundering of any kind.

## Our responsibility to society

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**We develop and market products that help society to achieve greater health and vitality. In line with our corporate responsibility, we take social and environmental aspects into account.**

- We always take into account the potential impact of our activities and decisions on the environment and health, both in our product developments and in the establishment of new processes.
- We implement standards on social and environmental aspects, including social justice, human rights, environmental protection and the conservation of natural resources.
- We also carry these standards into the upstream value chain and expect our suppliers and producers to recognise and maintain them.

## Our handling of information and company property

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**We are committed to a conscientious and confidential handling of information and thus protect the privacy of our fellow human beings as well as sensitive company data. Furthermore, we handle company property carefully and responsibly.**

- We treat all data of employees, customers, suppliers, products as well as other organizations and persons confidentially. We use this information only to the extent permitted by law and/or contract. We take the protection of company and trade secrets for granted.
- We ensure that only qualified information is shared with the public. The communication of company and product-relevant information is only carried out by the persons named by the management. This includes all communication channels including social networks and online platforms.
- We place great importance to the completeness and accuracy of information in our documents and processes.

## Application

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**The values and principles described here are fundamental prerequisites for the success and stability of our company, but also for our individual well-being. We expect all employees to behave in accordance with the Code of Conduct.**

**Our employees are required to report violations of the Code of Conduct to the executive board or the HR management and we reserve the right to take appropriate action.**

**This CoC is regularly reviewed and adjusted if necessary.**

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