

# FAQ on the whistleblower portal under the German Supply Chain Due Diligence Act (SCDDA)

## What is the Supply Chain Due Diligence Act?

The Supply Chain Due Diligence Act, or Supply Chain Act, took effect on January 1, 2023. The Act regulates corporate responsibility for respecting human rights and protecting the environment in global supply chains. This benefits people in the supply chains, companies and also consumers, who can therefore ensure that purchased products have been produced under humane conditions.

In order to detect possible human rights or environmental violations along the entire supply chain of Queisser Pharma at an early stage and therefore prevent damage to the company, employees, partners and consumers, there is a public whistleblower portal that offers whistleblowers a protected framework for reporting.

## Which violations can be reported by whistleblowers?

The scope of application of the Supply Chain Due Diligence Act includes violations within the own business unit of Queisser Pharma GmbH & Co. KG or in the entire supply chain, including but not limited to:

Child labor	e.g. sale of children, children trafficking, debt slavery, prohibition of children in prostitution or the production of pornography
Forced labor and Slavery	e.g. labor required under threat of a penalty, all forms of slavery, slave-like practices, servitude, or other forms of domination
Violations of occupational health and safety at work	e.g., inadequate safety standards in the provision and maintenance of work equipment, danger from the lack of appropriate protective measures to avoid exposure to chemical, physical or biological agents, or danger from inadequate training and instruction
Disregard of freedom of association	<ul style="list-style-type: none"> <li>• Employees may form or join labor unions</li> <li>• Formation, joining or membership in a union is not grounds for discrimination or retaliation</li> <li>• Employees have the right to strike and the right to collective bargaining</li> </ul>
Unequal treatment	e.g., on the basis of national ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion, belief
No appropriate wage	Wage level is below the minimum wage set by applicable law
Destruction of the natural basis of life	<ul style="list-style-type: none"> <li>• Prohibition of causing harmful soil change, water and air pollution, harmful noise emissions, excessive water consumption</li> <li>• Denial of a person's access to safe drinking water</li> <li>• Impeding/destroying a person's access to sanitary facilities.</li> </ul>
Violation of land rights	Prohibition of unlawful eviction and prohibition of unlawful deprivation of land, forests and waters in the case of acquisition, construction or other use of land, forests and waters, the use of which secures the livelihood of a person
Hiring / using private or public security forces to protect the entrepreneurial project	<ul style="list-style-type: none"> <li>• Disregard of the prohibition of torture and cruel, inhuman or degrading treatment</li> <li>• Violation of life and limb</li> <li>• Impairment of the freedom of association and union</li> </ul>
Violation of other human rights	Prohibition of doing anything beyond the previously mentioned points

Non-compliance with the Minamata Convention	<ul style="list-style-type: none"> <li>• Ban on the manufacture of products containing mercury</li> <li>• Ban on the use of mercury or mercury compounds in the manufacturing process</li> <li>• Ban on the treatment of mercury waste</li> </ul>
Non-compliance with the Stockholm Convention	<ul style="list-style-type: none"> <li>• Violations in the production or use of persistent organic pollutants (POPs)</li> <li>• Non-environmentally sound handling, collection, storage or disposal of wastes containing POPs</li> </ul>
Non-compliance with the Basel Convention	Ban on the import and export of dangerous or other wastes

### Who can be a whistleblower?

Whistleblowers in the sense of the Supply Chain Due Diligence Act can be persons in their own business area and in the entire supply chain of Queisser Pharma who are potentially affected by human rights or environmental violations. In addition to the company's own employees, this also includes employees of direct or indirect suppliers as well as residents around local sites.

### What complaint channels are available?

At Queisser Pharma, a whistleblower portal is available for reporting violations of human rights or environmental risks. The whistleblower portal is publicly accessible so that all people along the supply chain can access it.

### What is the complaint procedure?

The complaint procedure is as follows:

1. The whistleblower submits all information available to him or her regarding a violation via the reporting form.
2. After the whistleblower has submitted the report on the whistleblower portal, the reporting officers send an acknowledgement of receipt within seven days. They then check whether the report falls within the scope of the law. In the event of a rejection, the whistleblower receives a brief explanation of the reasons.
3. The next step is to clarify the facts of the case. In this step, the help of the whistleblower is indispensable by answering queries and thus the facts can be discussed together.
4. Once the report has been completed and appropriate follow-up measures have been initiated, the whistleblower receives information about them. This must take place no later than three months after receipt of the report.
5. Seven years after completion of the report, the report and all related information will be deleted.



Throughout the entire process, the confidentiality of the whistleblower's identity is guaranteed. In addition, whistleblowers are protected from discrimination or punishment as a result of a complaint.

### How are the responsibilities at Queisser Pharma regulated?

Queisser Pharma has appointed two reporting office representatives, both of them having the necessary expertise.

In the performance of their duties, the reporting office officers are impartial, independent and not bound by instructions. In addition, they are bound to secrecy.