

## **Queisser Pharma GmbH & Co. KG Statement of Principles** *(Version 2.0 April 2025)*

We, the Queisser Pharma GmbH & Co. KG (hereinafter: Queisser Pharma), are committed to respecting human rights, protecting the environment, and adhering to ethical standards within the scope of our own business operations and sphere of influence, as well as throughout our supply chain. This commitment is a core element of our corporate responsibility and is aligned with both national and international regulations. These include, in particular, the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG), the Universal Declaration of Human Rights (UDHR), the Children's Rights and Business Principles (CRBP), the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labour Standards of the International Labour Organization (ILO), and the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD). Furthermore, key provisions of the General Data Protection Regulation (GDPR), as well as additional criteria and standards related to Environmental, Social, and Governance (ESG) topics, are also taken into account.

As part of our internal compliance strategy, our employees receive regular training. Our aim is to identify and minimise human rights and environmental risks at an early stage and, if necessary, take appropriate remedial action. We condemn all forms of child and forced labour, slavery, and human trafficking, as well as any form of discrimination. At the same time, we are committed to decent working conditions, fair wages, the protection of freedom of association, and safe workplaces. In addition, we commit to complying with environmental agreements, including regulations on mercury, persistent organic pollutants, and the transboundary movement of hazardous waste. In order to fulfill our due diligence obligations under the LkSG, we have established the prerequisites for the following processes in our own business operations and, where necessary, in relation to our direct and indirect suppliers.

This Statement of Principles was adopted by the management of Queisser Pharma on April 8<sup>th</sup>, 2025.

### **Risk Management and Risk Analysis**

To fulfil our due diligence obligations under the LkSG, we have established a risk management solution that is integrated into all essential business processes. With the help of a software solution, we carry out an abstract risk analysis for our own business operations and for all direct suppliers in order to identify specific risks at an early stage. In addition to regular reviews, we supplement risk management with an annual and event-related risk analysis, placing special focus on human rights and environmental risks. Once risks are identified, we designate, document, and update prioritized risks as necessary.

As soon as human rights or environmental risks are identified in our supply chain, we take immediate action to prevent potential violations or eliminate existing grievances. Risks identified within our own business operations are eliminated without delay. Depending on our sphere of influence, the supplier relationship, purchasing volume, and existing industry initiatives and standards, we engage with our suppliers in a targeted manner. We adapt contractual agreements

to promote human rights and environmental standards, agree on specific remedial mechanisms, and take these into account when selecting suppliers. This is achieved, among other measures, through our Supplier Code of Conduct, which also includes specific remediation actions. Through training and awareness programs, we strengthen the understanding of sustainable and ethically responsible behaviour. Our procurement policies are reviewed regularly and adjusted to ensure compliance with LkSG requirements. If a violation of human rights or environmental obligations has already occurred or is imminent, we immediately contact the affected supplier to jointly develop a sustainable solution.

In doing so, we place particular emphasis on occupational safety risks associated with handling hazardous substances as well as environmental risks that are especially relevant in the nutritional supplements, pharmaceutical, and medicinal products industry. These include dangers posed by the use of chemicals and solvents, risks in the manufacture and storage of active ingredients, the handling of bioactive substances, and potential environmental pollution from production residues and waste. Compliance with regulatory requirements regarding quality, safety, and environmental impact is essential. Particular attention is also given to possible environmental impacts from production residues, waste, and emissions, which must be minimized through strict control mechanisms and sustainable production practices.

### **Grievance Mechanism**

In addition to risk analysis and the measures derived from it, we have established a secure and transparent complaints procedure. This allows employees and other affected persons to report human rights and environmental risks or already occurred violations. The procedure is publicly accessible via our website <https://www.queisser.com/> and is directly linked to the cloud-based software AKARION, ensuring structured case management.

Our two internal whistleblowing officers review all submitted reports confidentially, analyse potential violations, and initiate appropriate measures. They act independently and are not subject to directives. To ensure continuous improvement of the grievance mechanism, we review and further develop its effectiveness, at least once a year.

### **Reporting and Documentation**

To effectively implement our due diligence obligations, we carefully document all measures taken. This includes evidence of training, adjustments to process workflows and contractual regulations, as well as the regular review of compliance with legal requirements. Ongoing documentation allows for transparent tracking and forms the basis for continuous optimization of our corporate due diligence obligations.

### **Preservation of Human Rights and Environmental Integrity**

As part of our risk analysis, we identify specific human rights and environmental risks that are considered priority due to their scope and significance. We place special emphasis on the prevention of child and forced labour, the promotion of fair working conditions, and the protection

of natural resources. The responsible use of raw materials and the reduction of environmental impacts along our entire value chain are key objectives of our actions.

### **Our Expectations of Employees and Suppliers**

The principles of this statement apply to both our own employees, our suppliers and business partners. In order to clearly and understandably communicate our expectations to employees, we have developed an Employee Code of Conduct that serves as a binding guideline for ethical behaviour and integrity. All employees of our company are obligated to comply with this Employee Code of Conduct.

We expect our suppliers to also commit to these principles and implement effective processes to identify, minimize, and eliminate human rights and environmental risks. This also includes independently developing appropriate measures to remedy and prevent identified violations. Our specifically developed Supplier Code of Conduct is designed to transparently communicate our requirements to suppliers and ensure compliance with ethical and environmental standards. This Supplier Code of Conduct is an integral part of all our supplier contracts. If a supplier violates our established principles, we expect them to take appropriate action to correct the deficiencies. In cases of serious or repeated violations, we reserve the right to terminate the business relationship with the supplier concerned.

### **Responsibility of the Management**

This Statement of Principles was adopted by the management and forms the foundation for sustainable, legally compliant, and responsible corporate governance. We regularly review the contents of this statement and continue to develop it to ensure it complies with current legal requirements and corporate objectives and is also reflected in our future sustainability strategy.

**Flensburg, 08.04.2025**

**The management of the Queisser Pharma GmbH & Co. KG**



Axel Kaempfe



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