ARDENA



CORPORATE POLICY AG-POL-016 V01

Supplier Code of Conduct

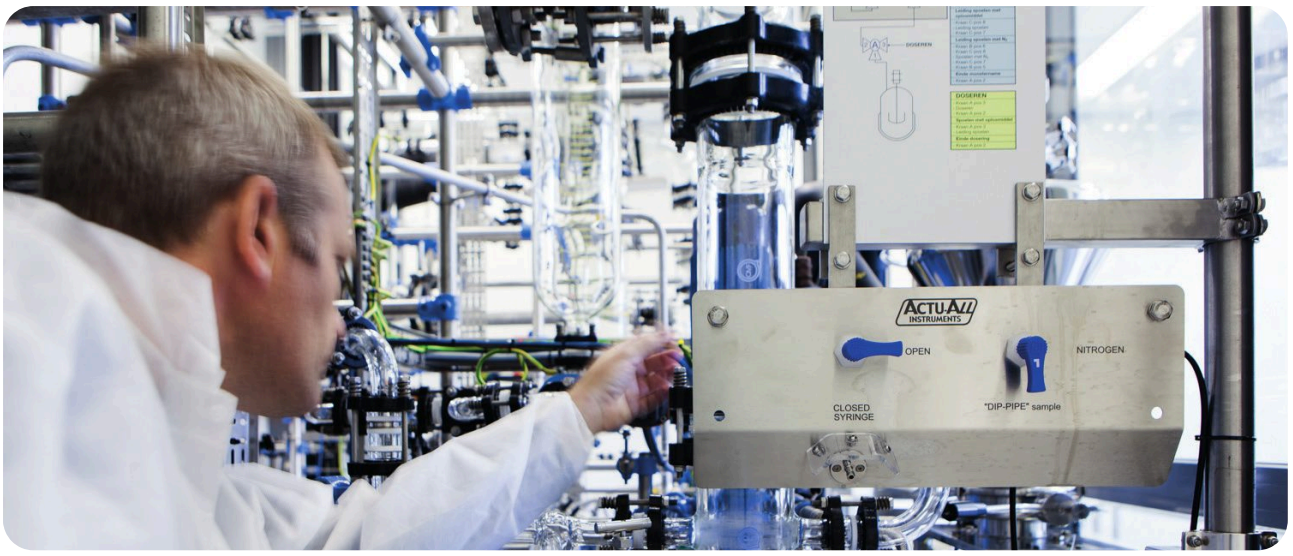
Effective 1 November 2025

Ardena Holding NV, Kleimoer 4, 9030 Mariakerke, Belgium
Tel: +32 9 267 6500 · E-mail: info@ardena.com

Table of Contents

Supplier Code of Conduct	03
Working Conditions and Human Rights	04
Environment, Health and Safety	07
Business Ethics	08
Compliance with Laws and Regulations	10
Enforcement	10
Acknowledgement	10
Grievance Mechanism	11
Revision History	12





Supplier Code of Conduct

At Ardena, we recognize that our mission to be a trusted drug development partner for our pharma customers around the world is inseparable from our responsibility to act with integrity, respect, and care for people and the planet. We believe that building a sustainable future requires strong partnerships grounded in shared values and a commitment to ethical, social, and environmental principles.

This Supplier Code of Conduct sets out the standards we expect from all our suppliers and business partners worldwide. It reflects Ardena's respect for human rights, environmental stewardship and dedication to responsible business practices. We ask our suppliers not only to comply with all applicable laws and regulations, but also to embrace these principles as part of a collective effort to create a positive impact throughout our value chain.

By working together, we can ensure that our products and services are delivered with uncompromising integrity, while supporting the well-being of individuals, communities, and the environment. We invite all our partners to join us on this journey because doing business responsibly is not just the right thing to do, it is essential for our shared success and a better tomorrow.

Working Conditions and Human Rights

At Ardena, we recognize that respect for human rights and fair working conditions is fundamental to building a responsible and sustainable supply chain. We are committed to upholding the highest standards of ethical conduct and expect our suppliers to share this commitment. By working together, we can ensure that every individual involved in our value chain is treated with dignity, respect, and fairness, and that our business practices contribute positively to society.

Human Rights

Suppliers must respect and uphold internationally recognized human rights, including those set out in the Universal Declaration of Human Rights and the International Labor Organization's (ILO) core conventions. Ardena expects suppliers to foster a workplace culture that is free from discrimination, harassment, abuse, or any form of inhumane treatment. All individuals must be valued for their contributions, and employment decisions should be based on merit, qualifications, and ability.

Wages and Living Wages

Suppliers are expected to ensure that all employees receive fair and timely compensation for their work. At a minimum, wages and benefits must comply with all applicable laws and regulations, including those relating to minimum wage and overtime. Ardena encourages suppliers to go beyond legal requirements by striving to pay a living wage: a wage that is sufficient to meet basic needs such as food, housing, healthcare, and education, and provides some discretionary income for workers and their families. Transparent wage practices and clear communication about compensation are essential to maintaining trust and fairness in the workplace.

Child Labor and Forced Labor

Ardena has zero tolerance for child labor and forced labor in any form. Suppliers must not employ children below the minimum legal working age or engage in any form of child labor that is exploitative, hazardous, or interferes with a child's education and development. Forced, bonded, or involuntary labor is strictly prohibited. Suppliers must ensure that all employment is freely chosen, and that workers are not required to lodge deposits or surrender identity documents as a condition of employment. Where risks of child or forced labor exist, suppliers are expected to implement robust policies and monitoring systems to prevent and address such practices.

Modern Slavery and Human Trafficking

Suppliers must not engage in any form of modern slavery or human trafficking. All work must be voluntary, and workers must be free to leave employment after reasonable notice without penalty. Ardena requires suppliers to implement effective systems and controls to prevent, detect, and address any risk of modern slavery or human trafficking within their operations and supply chains. Suppliers should regularly assess their practices and provide training to employees to raise awareness of these issues.

Working Hours

Suppliers must comply with all applicable laws and regulations regarding working hours and overtime. Working hours should not be excessive and must allow for adequate rest, personal time, and work-life balance. Overtime should be voluntary and compensated at a fair rate. Ardena encourages suppliers to monitor working hours and ensure that employees are not subjected to unreasonable demands that could impact on their health or well-being.

Freedom of Association

Suppliers must respect the rights of workers to freely associate, join or form trade unions, and bargain collectively in accordance with local laws. Where such rights are restricted by law, suppliers must allow alternative means for independent and free association and collective bargaining. Ardena expects suppliers to foster an environment where workers can express their views, participate in dialogue, and advocate for their interests without fear of discrimination or reprisal.

Whistleblower Protection

Suppliers are expected to provide accessible and confidential channels for employees and stakeholders to report concerns, grievances, or violations of this Code. This includes anonymous reporting options where permitted by law. Suppliers must ensure that individuals who raise concerns in good faith are protected from retaliation, and that all reports are investigated promptly, impartially, and confidentially. Suppliers, employees and other stakeholders can report concerns to Ardena via **csr@ardena.com**.

Non-discrimination

Suppliers are expected to provide a workspace free from discrimination, harassment and unequal treatment. Employment decisions are never to be based on race, color, ethnicity, nationality, gender, gender identity or expression, sexual orientation, age, disability, religion, political beliefs, marital status or any other characteristic protected by law. Suppliers are expected to promote diversity and ensure equal opportunities for all employees.

Inclusion

Suppliers are encouraged to cultivate a culture of inclusion where all individuals feel valued, respected and empowered to contribute, and foster an environment where differences are embraced. Ardena expects suppliers to extend these principles throughout their own supply chains.



Environment, Health and Safety

Ardena is committed to protecting the environment and ensuring the health and safety of everyone involved in our operations and supply chain. We expect our suppliers to share this commitment and to actively contribute to a safer, cleaner, and more sustainable future.

Compliance with Legal and Regulatory Requirements

Suppliers are expected to comply with all applicable environmental, health, and safety laws, regulations, and standards in the countries where they operate. This includes obtaining and maintaining all required permits, licenses, and registrations, and adhering to relevant industry best practices.

Workers' Health and Safety

Suppliers are responsible for providing a safe and healthy workplace for all employees and contractors. This includes identifying and mitigating occupational hazards, ensuring access to appropriate personal protective equipment, and maintaining clean and hygienic facilities. Suppliers must provide regular health and safety training, clear hazard information, and effective systems for reporting and addressing incidents or unsafe conditions.

Waste and Pollution

Suppliers are expected to manage waste responsibly, prioritizing reduction, reuse, and recycling over disposal. The use of landfill should be avoided. Hazardous and non-hazardous waste must be handled, stored, and disposed of in a manner that protects human health and the environment. Suppliers must take proactive steps to prevent pollution, including controlling emissions to air, water and soil.

Climate Change and Greenhouse Gas Emissions

Suppliers are expected to strive to minimize their environmental impact by using resources efficiently and promoting sustainable practices throughout their operations. Ardena encourages its suppliers to measure, monitor, and report their greenhouse gas (GHG) emissions in line with internationally recognized standards. Suppliers are encouraged to set targets to reduce their carbon footprint and actively seek opportunities to minimize energy consumption and transition to renewable energy sources.

Business Ethics

Ardena is committed to conducting business with the highest standards of integrity, transparency, and accountability. We expect our suppliers to uphold these principles and to foster a culture of ethical conduct throughout their operations and supply chains.

Intellectual Property and Confidential Information

Suppliers must respect and protect all intellectual property rights and confidential information belonging to Ardena, its clients, and other third parties. Confidential information must only be used for its intended business purpose, safeguarded against unauthorized access or disclosure, and not shared without proper authorization.

Data Privacy

Suppliers are expected to comply with all applicable data privacy and protection laws and regulations. Personal data must be collected, processed, stored, and deleted responsibly and only for legitimate business purposes. Suppliers are expected to implement appropriate measures to protect the privacy and rights of individuals whose data they handle.

Cyber Security

Suppliers must maintain robust cybersecurity practices to protect Ardena's information and systems from unauthorized access, cyber threats, and data breaches. This includes implementing appropriate technical and organizational measures and reporting of security incidents.

Anti-Corruption

Suppliers must not engage in, or tolerate, any form of bribery or corruption. This includes offering, giving, soliciting, or accepting any improper advantage or anything of value to influence business decisions. Suppliers are expected to comply with applicable anti-corruption laws and regulations.

Conflict of Interest

Suppliers should avoid situations where personal interests or relationships could improperly influence business decisions or create the appearance of impropriety. Any actual or potential conflicts of interest must be promptly disclosed to Ardena, and appropriate steps must be taken to address them.

Emergency Preparedness and Response

Suppliers are expected to identify potential emergency situations and maintain robust emergency preparedness and response plans to minimize the impact of incidents on people, property, and the environment.



Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards in the jurisdictions where they operate.

Enforcement

Suppliers acknowledge that Ardena may decide to include them in monitoring activities, including self-assessments, audits, and documentation reviews. Suppliers commit to maintain records, books, and accounts reasonably detailed, accurately, and completely on the standards established in this document. Within the course of monitoring activities, suppliers agree to effectively cooperate.

As a last resort, Ardena reserves the right to terminate the business relationship with suppliers who repeatedly and knowingly violate this Supplier Code of Conduct and fail to effectively implement corrective actions. In certain cases, when the situation makes the fulfilment of the standards of this Supplier Code of Conduct impossible, termination may be with immediate effect. Ardena commits to disengaging responsibly, considering the potential adverse impacts related to disengagement, and to mitigate the hardship that termination may bring upon affected stakeholders.

Acknowledgement

Suppliers are expected to acknowledge this Supplier Code of Conduct. Compliance with this Code is a condition of doing business with Ardena.



Grievance Mechanism

Suppliers must report any violations of this Code or unethical behavior promptly. Reports can be made confidentially and without fear of retaliation. Suppliers, employees and other stakeholders can report any sustainability concerns to Ardena via **csr@ardena.com**. Ardena will take all reports seriously and investigate as appropriate. In all cases, reports are handled in a confidential manner. Every report is taken seriously and is handled in accordance with a standardized process. Ardena does not tolerate any form of retaliation against whistleblowers.

Ardena expects its suppliers to have a complaints mechanism in place or to communicate to its employees and suppliers the existence and possibility to use Ardena's complaints mechanism to ensure that concerns or indications of actual or potential violations can be raised anonymously and without fear of retaliation.

Report a concern
csr@ardena.com

Revision History

Current version	AG-POL-016 v01
Previous version	N/A, first version
Effective date	01 NOV 2025
Revision date	01 NOV 2027
Changes	N/A, first version

This document is the public edition of Ardena corporate policy AG-POL-016 v01, approved by the Chief Executive Officer on 15 October 2025.