



Supplier Code of Conduct





Introduction

Probi® operates in the global healthcare products market and offers probiotics of the highest quality to food, healthcare and pharmaceutical companies. Probi aspires to be the innovative frontrunner within probiotics.

Working for sustainable development is fundamental to Probi's focus on health and well-being for people all over the world. We integrate this approach into our daily operations by continually implementing small improvements that mitigate our environmental impact. In order to be credible and show commitment to the sustainable development throughout our whole supply chain, we ask our suppliers to support Probi on this sustainability journey. Collectively we can find ways to improve the world!

Probi's values

These core values guide us in our daily operations and are a foundation for all employees, regardless of position or role at the company. Probi strives to provide a dynamic environment for its employees, where individuals can assume a large degree of responsibility and are offered substantial development opportunities. Strong teamwork is the foundation of Probi. Probi's business and personnel policy are based on four core values: Credible, Curious, Committed and Clear.

Our **vision** is to be first in probiotics, with a **mission** to provide high-quality probiotics backed by science. These values, our vision and mission define our daily routines and workflows. How these values come to life is what makes our culture unique, enthusiastic, inspiring and fun.





General statement

This Supplier Code of Conduct has been formulated, by inspiration from the ETI Base Code and UN's Global Compact regarding Human Rights, Labor, Environment and Anti-Corruption. This Supplier Code of Conduct applies to all business partners of the Probi Group. All Probi employees entering contractual obligation with suppliers are obligated to ensure that the company's business partners are informed of the contents of Probi's Supplier Code of Conduct.

Probi Supplier Code of Conduct was approved by the Executive Management in 2021.

Purpose

The purpose of the Probi Supplier Code of Conduct is to define minimum ESG requirements and aspirations for Probi's suppliers, in the areas of:

- Human Rights (& Fair Treatment)
- Labor (& Occupational Health and Safety)
- Environment
- Business Ethics (& Anti-corruption)

Scope

The Supplier Code of Conduct is an essential part of the agreement between the Supplier and Probi.

The term "Employee" used throughout the Supplier Code of Conduct covers everyone working for/on behalf of a Supplier.

The Supplier Code of Conduct applies to Suppliers that deliver goods and/or services to any entity of the Probi Group, including their parent, subsidiary or sub-contractors as well as their respective employees and agents (hereinafter referred to as "the Supplier").

For each area, Probi has defined two categories for our Suppliers' ESG performance and actions – Requirements and Aspirations.

Requirements

All suppliers are obligated to follow the basic requirements. A violation of the requirements is considered as a violation of the Probi Supplier Code of Conduct.

Aspirations

An aspiration refers to Probi's encouragement to the suppliers to exceed the basic requirements to further promote their ESG performance and development.





Human Rights & Labor

Our people are our heart. The respect for each other and for human rights in general form the basis for our work. Human rights are basic rights that belong to everyone. The rights represent fundamental values in the society such as fairness, dignity, equality and respect.

Requirements

- The Supplier shall respect international conventions on human rights.
- The Supplier shall not use child labor and/or forced labor for any of its work and shall take appropriate measures to ensure that no such labor occurs.
- The Supplier shall not accept physical, mental and/or verbal abuse or punishment (including threats), sexual or other harassment, as well as other forms of intimidation or humiliation.
- The Supplier shall apply equal treatment and equal opportunities to everyone regardless of ethnic, social/national origin, skin color, gender, sexual orientation, religion, political opinion, or age.
- The Supplier shall have sufficient policies and risk management in place to prevent child labor or forced labor throughout its supply chain.

Aspirations

- The Supplier is encouraged to recognize and follow, for instance, the United Nation's Universal Declaration of Human Rights
- The Supplier is encouraged to implement an Anti-discrimination Policy
- The Supplier is encouraged to implement an Equal Treatment Policy
- The Supplier is encouraged to have a documented process to address and rectify complaints against discrimination and unfair treatment

Human Rights & Fair Treatment

All business partners of Probi shall ensure that all individuals regardless of gender shall have the same prerequisites and that all employees and humans shall be treated with respect. Offensive treatment/behavior or harassment is not accepted.

Human Rights are key means of protection, especially for those who may face abuse, neglect and/or isolation. Most essentially, these rights give us influence and allow us to speak up and to challenge poor treatment.



Requirements

- All employee wages shall comply, at a minimum, with national legal standards and be enough to meet basic needs. Deductions from wages as a disciplinary measure is not accepted.
- All employees shall be provided with a written contract of employment in a language and format they understand before entering the employment.
- All employees shall be granted annual and sick leave according to national legal standards, without any negative consequences.
- Female employees shall be given maternity leave, in case of pregnancy, according to national legal standards.
- The Supplier shall ensure that the working environment is safe and hygienic.
- The Supplier shall take measures to prevent accidents, fires and injuries related to work.
- The Supplier shall ensure that employees have access to drinkable water and to clean toilet facilities.
- The Supplier shall ensure that employees receive relevant and documented health and safety training.

Aspirations

- The Supplier is encouraged to work proactively with long-term health and safety improvements.
- The Supplier is encouraged to have sufficient policies and risk management in place, to prevent occupational accident and to minimize workplace hazards.

Labor & Occupational Health and Safety

Probi's vision is to offer products that improve people's health and well-being. Health is therefore an essential part of Probi's business, and the organization is determined to create a good and engaging working environment for all employees.

Probi offers a safe and supportive working environment, both physically and mentally. The aim is for everyone, regardless of their duties, to be given the opportunity for both influence and personal development at Probi.



Environment

The Probi Group is constantly taking steps to reduce negative environmental impacts and expect our suppliers to do the same.

Requirements

- The Supplier complies with environmental requirements stipulated in national legal standards.
- The Supplier ensures that no involvement in environmental criminal activity takes place.
- The Supplier ensures that its business does not unnecessarily exploit natural resources.
- The Supplier strives to reduce the consumption of natural resources.
- The Supplier takes preventive actions and minimizes the risk of accidental pollution of land, air and water.
- The Supplier shall ensure that, if applicable, hazardous chemicals and other harmful substances are carefully managed.

Aspirations

- The Supplier is encouraged to set relevant environmental requirements when selecting sub-contractors of goods and services.
- The Supplier is encouraged to utilize the commitment and experience of its personnel, making sure that all employees are informed about the Supplier's environmental risks and efforts.
- The Supplier is encouraged to openly publish reliable and accurate environmental data both internally and externally.
- The Supplier is encouraged to set relevant targets to minimize the environmental impact of its business.

Environmental efforts

The environmental work of Probi's suppliers should aim to follow the requirements and, when possible, the aspirations.

Resource consumption should be done in a sustainable manner, without endangering the well-being and style of life of future generations. According to Probi's Environmental Policy, environmental efforts should be integrated into daily operations, including resource efficiency. The negative environmental impact of Probi's operations should therefore diminish through continuous implementation of improvements.



Business ethics

All business partners of Probi shall perform their business operations in a responsible and credible manner. This is achieved through the adherence to all applicable laws and regulations, strong company values, as well as maintaining good relationships suppliers, employees, and customers.

Requirements

- The Supplier shall always uphold the highest level of integrity in all business interactions and follow all applicable laws and regulations.
- The Supplier shall not engage in, endorse nor tolerate any form of bribery or corruption, directly or indirectly.
- The Supplier must never use benefits, gifts or other prohibited compensation of any kind in their business relations with customers, suppliers, authorities or other decision-makers to retain or secure business.
- The Supplier must never accept gifts that could affect the objectivity of their decision-making.

Aspirations

- The Supplier is encouraged to implement a Whistleblowing Channel.
- The Supplier is encouraged to implement an Anti-corruption Policy.
- The Supplier is encouraged to provide regular anti-corruption training in the organization.

Business Ethics and Anti-corruption

At Probi, we put business ethics and integrity first. Probi operates in many parts of the world and must therefore ensure that anti-corruption laws are upheld.

Probi does not seek or accept business advantages based on illegal, improper or unethical behavior. Probi expect the same from its Suppliers. Probi has adopted an Anti-corruption Policy for the prevention, deterrence and detection of corruption. The policy applies to all employees at Probi, including managers, executive managers and members of the Board of Directors.

Probi provides adequate anti-corruption training for all employees on an annual basis.

Probi's Whistleblowing Channel

Suppliers have the possibility to report irregularities or problems that have caused or could cause serious damage to the supplier/Probi and/or interests of its stakeholders. Probi does not tolerate that anyone who, in accordance with this Supplier Code of Conduct, reported an irregularity in any way be threatened, penalized, or harassed due to the whistleblowing. This applies regardless of whether an investigation confirms or does not confirm reported suspicions/allegations.

Reports of violations of this code may be done 100% confidentially through this link:

<https://probi.integrity.complylog.com/>

Contact

Any questions regarding Probi's Supplier Code of Conduct or other sustainability matters can be raised to sustainability@probi.com

PROBI SUPPLIER CODE OF CONDUCT APPROVAL DOCUMENT

- We adhere to all requirements of the Probi Supplier Code of Conduct
- We do not adhere to all requirements of the Probi Supplier Code of Conduct

Comments on non-compliance:

SUPPLIER'S AUTHORIZED SIGNATURE

To be signed by an authorized person on behalf of the company.

_____	_____
Name of Company	Authorized Signature
_____	_____
Date and city	Clarification of signature

Please print, scan, and email to sustainability@probi.com





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