

CODE OF CONDUCT BACHEM

LEADING PARTNER IN TIDES



BACHEM CODE OF CONDUCT

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- We strive to offer the highest quality products and services to the life-science industry. Based on our know-how and many years of experience, we offer our customers optimal support to develop innovative new products for research and medicine.
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- To reach our goals we have well-trained, motivated and responsible employees, whom we enable and encourage to make decisions in their respective areas of responsibility.
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- Bachem's Code of Conduct sets the basis for the behavior which we demonstrate day by day. This Code of Conduct forms an integral part of the terms of employment of everyone at Bachem, and it applies to all officers, employees and directors within the Bachem Group. Bachem insists on full compliance with the Code of Conduct and will not tolerate any unethical behavior of any sort. Equally we will not permit any form of bribery or corruption.
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- We never underestimate the critical role which every one of us plays and we acknowledge our personal responsibility to Bachem, to each other and to our customers. We apply our best judgment and if we are not sure of the right thing to do, we actively seek advice from our supervisors or peers.



Thomas Meier
Chief Executive Officer
Bachem Holding AG



Anne-Kathrin Stoller, PhD
Chief Marketing Officer
Bachem Holding AG



In 1971, Dr. h.c. Peter Grogg founded Bachem AG. He was convinced that amino acids and peptides are the basis for the development of many new applications and drugs. Since its foundation, Bachem's high quality standards and ethical conduct have been essential factors for success and growth.

As "Leading Partner in Tides" Bachem focuses on know-how, innovation and high quality standards, and Bachem's vision is to be the partner of choice for successful implementation of peptide and oligonucleotide projects of any kind. Bachem has traditionally maintained a clear and high standard of corporate responsibility, standing by its values of integrity, honesty and fairness in running its global business. Consequently, Bachem and its employees are committed to do the right things for the right reasons.

BACHEM

LEADING PARTNER IN TIDES

WE AT BACHEM ARE COMMITTED TO THE FOLLOWING PRINCIPLES:

OUR PRINCIPLES

- We comply with all laws and regulations applicable to our activities as well as with our internal guidelines
- We do not tolerate any form of corruption or bribery
- We respect all privacy rules and confidentiality obligations and we are committed to treat all confidential information appropriately
- We protect the safety and health of everyone at Bachem
- We take necessary precautions to protect the environment
- We compete fairly
- We communicate in a transparent, accurate, open and honest way
- We treat ourselves and others with fairness and respect
- We do not tolerate any discrimination against gender orientation, race, nationality, age, disability or religious beliefs

“As a company we pride ourselves on the quality of our products and services. To achieve and maintain this philosophy, we depend every day on the integrity of our employees and the respect they show to each other, to our suppliers and to our customers.”

Thomas Meier
Chief Executive Officer
Bachem Holding AG



THERE ARE SITUATIONS, IN WHICH IT MAY NOT BE EASY OR OBVIOUS TO KNOW THE RIGHT THING TO DO. WHEN IN DOUBT, WE SHOULD ASK OURSELVES:

WHEN IN DOUBT

- Would my friends and family think that my conduct was ethically correct?
- Would I be comfortable, if I treated somebody else the same way?
- Have I thought about the effect on those who could be affected by my behavior?
- Is my behavior legal and does it comply with Bachem's guidelines and values?
- Would I be at ease with my behavior being highlighted in the media?

In case you are uncertain, seek advice from your supervisor or Human Resources.

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