

CODE OF CONDUCT FOR BACHEM SUPPLIERS

A. SCOPE OF APPLICATION

The following standards apply to individuals / organizations who provide directly and indirectly to Bachem AG and its affiliated companies (in the following named "Bachem") materials and services, including, but not limited to, contractors, consultants, suppliers and other intermediaries, all of whom are herein referred to as "Suppliers".

B. GENERAL CONDUCT

Bachem's relationship with Suppliers requires clearly defined pre-conditions, exchange of information and sharing of mutual benefits.

Bachem specializes in the manufacture of high-quality biochemicals and pharmaceutical drug products. We follow sound economic and ecological principles, comply with relevant international regulations, and are committed to building a reliable partnership with both customers and employees.

Bachem's employees and Suppliers are accountable for doing business according to Bachem's global business practice standards, summarized in the Bachem Code of Conduct. Integrity defines the basic structure of everything we do.

If we become aware of any actions or conditions not in compliance with the Code of Conduct, we reserve the right to demand corrective actions. Moreover, we also reserve the right to terminate an agreement with any Supplier who does not comply with the Code of Conduct.

1. Legal compliance

Suppliers shall comply with all applicable local and international laws and regulations.

2. Anti-bribery and anti-corruption

Suppliers shall not tolerate any form of corruption or bribery and shall enforce this principle strictly and without exceptions. Also Suppliers shall not offer or grant any unwarranted or inappropriate services or rewards in exchange for business.

While Bachem observes local business customs and market practices, we do not participate in any corrupt practices. We expect our Suppliers to act in a similar manner.

3. Confidentiality

At Bachem, we take the matter of confidentiality very serious. Confidential information includes facts, data and knowledge that have not been disclosed to the public. The nature of Bachem's business requires absolute client confidentiality and very careful handling of confidential information. We expect our Suppliers to safeguard and make only appropriate use of confidential information to ensure that all employees' and business partners' privacy, trade secrets and valid intellectual property rights are protected. Suppliers shall keep all confidential information that is shared by Bachem to fulfil orders confidential. Such Information is not to be used for any other than the agreed purpose and shall not be disclosed to third parties without prior written agreement by Bachem.

4. Health and Safety of employees

We expect from our Suppliers to care for the health and safety of their employees. Suppliers shall provide a safe working environment and take care of the necessary guidance, training and supervision of the employees. Activities shall not be conducted at the expense of safety. Hazards shall be controlled and the best reasonably possible precautionary measures against accidents and occupational diseases shall be taken.

5. Environmental protection

At Bachem, we expect our Suppliers to take environmental protection seriously. Suppliers shall minimize environmental pollution and make continuous improvements in environmental protection.

6. Employment practices guidelines

Bachem is committed to treat all employees with dignity and respect. We believe in the value of workplace diversity and respect and comply with the principles expressed in the United Nations Declaration of Human Rights. Bachem requests the same from its Suppliers. Suppliers shall treat its employees with respect, regardless of race, sex, gender, nationality, age disability or religious beliefs. No infringements of the Human Rights principles shall be tolerated.

7. Prohibition of child labor

Child labor is strictly prohibited. Suppliers will not produce or manufacture goods or services using any form of illegal child labor. We expect our Suppliers not to employ any workers under the age of 15.

8. Minimum wage

At Bachem we expect that pay rated in each country in which our suppliers operate match or exceed the minimum standard set by its government or legislature. Suppliers shall comply with all applicable local laws and review wage and salary levels at regular intervals.

AGREED TO AND ACCEPTED BY SUPPLIER

SIGNATURE: _____

NAME: _____

TITLE: _____

DATE: _____

SUPPLIER'S NAME AND ADDRESS (COMPANY STAMP):