

Evotec SE Supplier Code of Conduct

Revision version: July 2022

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Foreword

The Evotec Group, e. g. Evotec SE and its majority controlled global affiliates (referred here collectively as “Evotec”), is committed to compliance with all applicable laws and regulations. Evotec is dedicated to the highest standards of ethical behavior and to economic, social and environmental sustainability.

Ensuring the principles of sustainable development in our supply chain is important to us. Therefore, we expect our current and future suppliers to fully comply with all applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards).

The Supplier Code of Conduct (hereinafter referred to as “SCoC”) has been prepared to define Evotec’s expectations of its suppliers regarding their activities in the production, acquisition and delivery of goods and services supplied directly or indirectly to Evotec.

The SCoC is, without exception, applicable for all Suppliers regardless of size or geographical location. In line with all the above, we expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.



1. Social and Ethical standards



Respect for Human Rights

We expect our suppliers to respect and support the UN Universal Declaration of Human Rights, to ensure that they are not complicit in human rights abuses and accordingly to comply with the Labor Standards below.

Animal Welfare

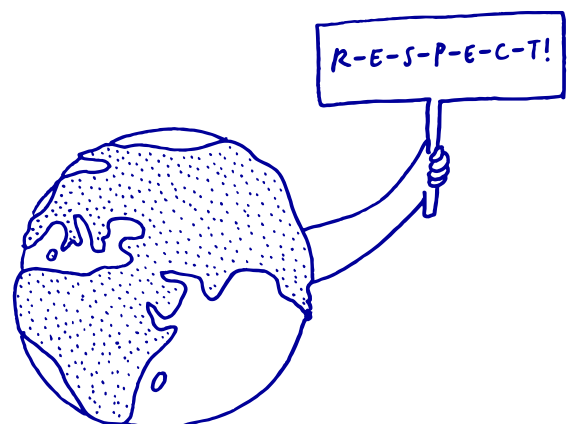
When animal testing will be performed by any Suppliers directly or indirectly, it should be done after consideration to replace animals, reduce the numbers of animals used or refine procedures to minimize their suffering (principle of 3Rs).

Suppliers should comply with all applicable national and international ethical standards and should strive for AAALAC International accreditation.



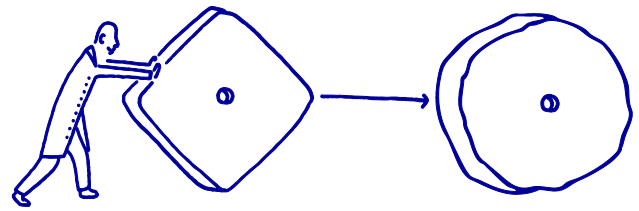
2. Health, Safety and Environmental Standards

Suppliers shall identify the risks and environmental impact of the lifecycle of their products during the production, distribution and transportation processes and shall conserve natural resources, avoid the use of hazardous materials where possible and reuse or recycle appropriate materials. Suppliers should comply with all applicable environmental laws, regulations, guidelines and industry codes.





3. Labor standards



No Child, Forced or Compulsory Labor

Suppliers should avoid any sort of child labor in their business operations consistent with the ILO's (International Labor Organization) core labor standards and the United Nations Global Compact principles.

Fair Treatment

Suppliers will provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.

Working Hours, Wages and Benefits

Working hours for suppliers' employees should not exceed the maximum set by the applicable national law. Compensation paid to employees should comply with applicable national wage laws and ensure an adequate standard of living. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure will not be permitted (this does not exclude the entitlement of damages on a contractual or legal basis).

Freely Chosen Employment

Suppliers should not use forced, bonded or indentured labor or involuntary prison labor or engage in human trafficking.

Freedom of Association

Suppliers will be committed to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, suppliers will respect the rights of their employees to associate freely, join labor unions, seek representation, join works councils and engage in collective bargaining. Suppliers will not disadvantage employees who act as workers' representatives.



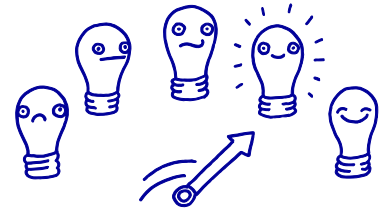
Diversity and Inclusion

Suppliers should provide a workplace that is free of harassment and discrimination. Discrimination – whether consciously or unconsciously – for reasons such as race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law is not permitted. Suppliers are encouraged to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors.





4. Management Systems Standards



Evotec expects its suppliers to use management systems to comply with the principles stated in this SCoC. The management systems include:

Commitment and Accountability

Suppliers shall demonstrate commitment to the concepts described in this document by allocating appropriate resources.

Legal and Customer Requirements

Suppliers shall identify and comply with applicable laws, regulations, standards and relevant customer requirements.

Risk Management

Suppliers shall have mechanisms in place to identify and manage risks in all areas addressed by this document.

Documentation

Suppliers shall maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.

Training and Competency

Suppliers shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address these expectations.

Continuous Improvement

Suppliers are expected to continually improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews.



5. Corporate Governance Standards



Antitrust Law and Trading Regulations

Suppliers should comply with all applicable fair competition, antitrust and fair business practice laws and regulations.

Corruption and Bribery

All forms of bribery, corruption, extortion and embezzlement in all business dealings, in every country around the world, with both government and private sector parties are strictly prohibited. Suppliers should comply with all applicable anti-bribery and corruption laws and regulations in all countries in which they operate. They should not offer, give, receive or request a bribe, whether directly or indirectly, and must take reasonable steps to prevent others (who are acting on their behalf) from doing so. Suppliers should not offer or give an incentive of any kind to any public official which would cause them to improperly fulfil their function or would be viewed as corrupt activity. Facilitation payments are small payments often described as ‘commissions’ or ‘fees’ to expedite or ‘facilitate’ a routine government process. Facilitation payments are bribes and should not be made by Suppliers or permitted by them to be made on our behalf.

Transactions or Interactions with Health Care Professionals or Patients

When interacting with healthcare professionals or patients on behalf of Evotec, Suppliers should conduct such interactions or transactions in an ethical manner and in compliance with applicable laws, regulations, guidelines and industry codes.

Money Laundering

Suppliers may not engage – directly or indirectly – in any form of money laundering. They may not conduct business that violates the anti-money laundering laws. This includes accepting, concealing, converting and/or transferring any funds obtained from criminal activities, including and related to terrorist financing.



Conflicts of Interest

Suppliers should take reasonable care to identify and avoid and manage conflicts of interest. Suppliers are expected to notify all affected parties if an actual or potential conflict of interest arises.

Gifts and Entertainment

Suppliers should respect that Evotec employees do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of their decisions. Suppliers ensure that payments, gifts or other commitments to customers, government officials, subcontractors or other parties transacting on their behalf follow applicable anti-bribery laws.

Product Quality and Safety

Products and services from Evotec and products procured from its suppliers are expected to be aligned with international quality standards and do not pose a hazard to people or the environment and meet the agreed or legally prescribed product safety standards. The suppliers are obliged to communicate clear information about the safe use, handling and disposal of the products.

Intellectual Property and Confidentiality

Suppliers should protect Evotec's intellectual property, such as patents, trademarks and copyrights, and respect the intellectual property of others. Suppliers should not communicate externally about Evotec's prospects, performance of policies, or disclose confidential information that could affect the price of Evotec securities. Suppliers should not disclose publicly any confidential or proprietary information related to any aspect of Evotec's business. Suppliers ensure that products delivered to Evotec do not violate third-party intellectual property rights.

Personal Data

Evotec respects and is committed to protecting any entrusted personal data with maximum care. This includes data from Employees, applicants, clients, suppliers and other third parties. Our suppliers apply appropriate technical tools and organizational measures to protect personal data against illegal use, loss or destruction and comply with all data protection laws applicable to the supplier's organization.



Privacy and Information Security

Suppliers should comply with applicable laws, rules and regulations of the jurisdiction in which they operate regarding privacy and information security and should use information obtained through their relationship with us only for the purpose defined to them.

Suppliers should store information as agreed with Evotec and have appropriate information security policies and procedures in place to secure our information.

Suppliers should notify us promptly of actual or suspected privacy breaches, security breaches, or losses of our information.

Suppliers should keep confidential all information regarding Evotec, the acquired materials or equipment, the contracted services and the execution of the services.





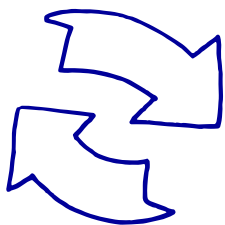
6. Global Trade

Trade

Suppliers should ensure that their actions comply with all applicable import and export controls, sanctions, and other trade compliance laws and regulations administered or enforced by any relevant national or international authority.

Hazardous Substances and Conflict Minerals

Suppliers shall comply with any applicable laws and regulations regarding hazardous substances and conflict minerals. Suppliers shall take measures to ascertain whether their products contain conflict minerals. Conflict minerals are raw materials, such as tin, tantalum, gold and tungsten, which are marketed directly or indirectly on the international market by violent groups in conflict areas or neighboring countries. If this proves to be the case, suppliers shall conduct a meticulous investigation to check the supply chain for the origin of the materials concerned and take the necessary measures to ensure that products supplied to Evotec are free of such conflict minerals.





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