

# Accelleron Supplier Code of Conduct

As reflected in the Accelleron Code of Conduct, Accelleron is committed to high standards of integrity and sustainability.



Accelleron has a ‘zero tolerance’ policy when it comes to unethical business behavior, such as bribery, corruption and forced labor. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically.

As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this Accelleron Supplier Code of Conduct and your contractual obligations to us.

This Accelleron Supplier Code of Conduct defines the main principles underlying your business activities as one of our suppliers. More specific guidance, including information on hazardous substances and conflict minerals and where to go for questions, is available on [Supplying page](#) or [Integrity page](#).





# 1. Human Rights

As a supplier to Accelleron, you shall:

- Respect internationally proclaimed human rights;
- Respect the personal dignity, privacy and rights of each individual;
- Refuse to make any person work against his or her will; and
- Prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

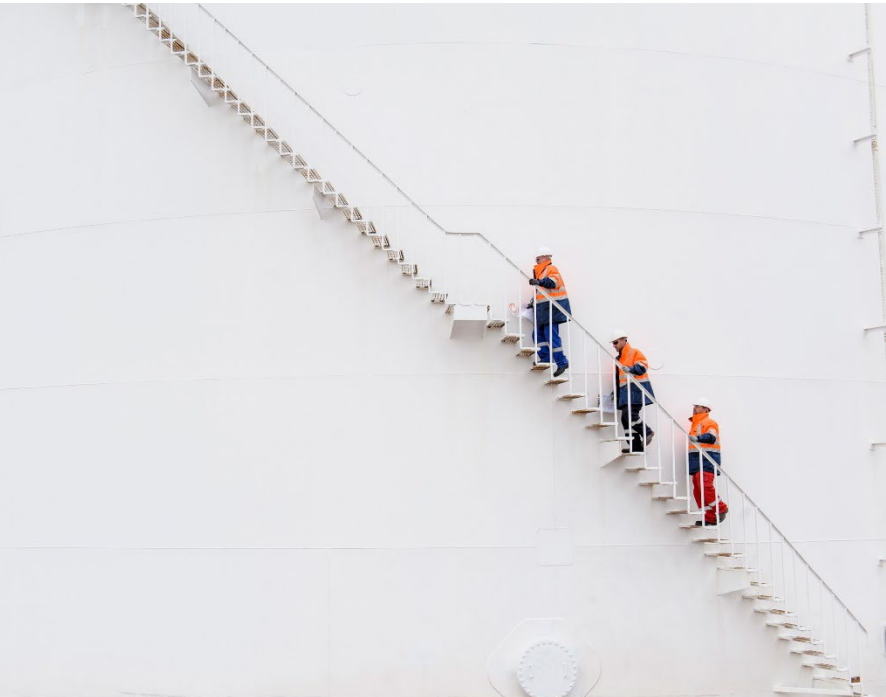


# 2. Fair Labor Conditions

You shall ensure fair labor conditions. In particular, you will:

- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- Respect the rights of employees to freely associate and bargain collectively;

- Not tolerate and ensure to not employ anyone at the age younger than 14 years old or, if the minimum age requirement in the country is more strict (>14 years old), as in accordance with all applicable national laws and regulation in any stage of your activities;
- Verify the correctness of documentation provided to assure no children are employed as per above-mentioned definitions;
- Not use any forced labor, including but not limited to involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice;
- Compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- Ensure that working hours, including overtime, do not exceed applicable legal requirements, and where such requirements do not exist, we recommend that working hours not exceed sixty hours per week. Ensure that employees are allowed at least one uninterrupted day off per week.



4/6



### 3. Health, Safety and Environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will:

- Formally appoint a competent person to manage health, safety and environmental programs and improvements;
- Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks; and
- Ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures.



### 4. Material Compliance and Conflict Minerals

At Accelleron, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to Accelleron are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will:

- Ensure safe handling of hazardous materials & chemicals and ensure their recycling and where not possible ensure a proper disposal;



- Declare to Accelleron substances which are listed in the “Accelleron List of Prohibited and Restricted Substances” and contained in the goods you supply to Accelleron;
- Implement a policy regarding conflict minerals and exercise due diligence to investigate the source of these minerals; and
- Respond in a timely manner to Accelleron’s requests for evidence of your compliance with these requirements.

### 5. Business ethics

You shall conduct your business in an ethical manner. In particular, you will:

- Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including Accelleron employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- Adhere to anti-trust and other competition laws;
- Disclose to Accelleron information regarding potential conflicts of interest relating to your activities as an Accelleron supplier, including disclosure of any financial interest an Accelleron employee may hold in your business;
- Protect all confidential information provided by Accelleron and our respective business partners;
- Respect intellectual property of others, including Accelleron; and
- Adhere to international trade regulations and export control regulations.

5/6



## 6. Secure business

You shall conduct your business in a secure manner. You will:



- Implement reasonable measures for minimizing exposure of Accelleron to security threats such as terrorism, crime, pandemics, and natural disasters; and
- When visiting or working at Accelleron locations, follow Accelleron's security procedures and report any security concerns to the appropriate Accelleron channels.



## 7. Procurement by supplier

You shall procure goods and services in a responsible manner. In particular, you will:

- Select your own Tier 1 suppliers providing goods or services directly or indirectly to Accelleron based on them agreeing to adhere to standards comparable to those set forth in this Accelleron Supplier Code of Conduct; and
- When working at Accelleron locations, only subcontract work with prior consent from Accelleron.

## 8. Trade Compliance

You shall:

- Ensure to take all necessary measures to comply with all applicable requirements in Import and Export and Customs laws & regulations including the US, EU and any applicable national regulations, including compliance with Sanctions and Embargoes legislations;
- Ensure that products and/or services are clearly identified, correctly valued and accurately classified with respect to export controls and customs regulations such as value, export control classification, customs tariffing, HS code, and country of origin, preferential origin and applicable documents (e.g. EUR1), etc.;
- Send all trade compliance relevant data and documents to Accelleron and other required parties.





## 9. Inspections and Continuous Improvement

In order to ensure and demonstrate compliance with the Accelleron Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide to us supporting documentation upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this Accelleron Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this Accelleron Supplier Code of Conduct, then we may take action against you, including suspending or terminating your activities as one of our suppliers.



## 10. Access to remedy

In the context of our business relationship, if you or your employees believe that the terms of this Accelleron Supplier Code of Conduct are not adhered to, or that Accelleron is not acting in accordance with its own Accelleron Code of Conduct, then we encourage you to raise your concerns via the Accelleron stakeholder reporting channels. Visit [Accelleron Integrity page](#) to learn more about these reporting channels.