



SUPPLIER CODE OF CONDUCT

1. INTRODUCTION

CIDP is committed to working with suppliers and partners who work accordingly to the high standards whilst adhering to legal requirements and regulations. The CIDP Code of conduct was created in order to ensure that our suppliers work according to the best practices and in line to CIDP's Business Ethics.

2. SCOPE

This policy is applicable to CIDP suppliers and partners working with the CIDP Head Office and its subsidiaries for our clinical activity, our research and preclinical activities.

3. LABOUR PRACTICES AND STANDARDS

All suppliers and partners should be adhering to International labour standards, the UN universal declaration of Human rights as well as the legal requirements applicable in their sector.

They should ensure that their employees work within the best Health and Safety practices for their employees and that appropriate work conditions are provided. This may include but is not limited to:

- Providing Protective personal equipment when handling dangerous chemicals or substances, working with heavy or dangerous objects which may cause chemical or physical hazards
- Providing a safe work environment for employees as required by the laws applicable
- Ensuring that Human rights are respected and treating all employees in a dignified manner
- Ensuring no cases of child labour
- Ensuring no cases of forced or child labour including involuntary prison work
- Uphold the freedom of association and effective recognition of right to collective bargaining

Date: 15th July 2022

Prepared by: Rajini Naidoo Cartier (Group QHSE Manager)

Approved by: Claire Blazy Jauzac (CEO)

Claire Blazy Jauzac



4. ENVIRONMENT

Our approach is to work with suppliers and partners who are as committed as us to work in a sustainable manner. This implies abiding to applicable legal and regulatory requirements applicable to protect the environment.

We encourage our suppliers to engage in sourcing raw materials such as stationery and other products/services from suppliers having an engagement towards sustainable development whenever possible. We realise that in some cases, local suppliers may be limited.

We also encourage our suppliers to engage in actions to raise awareness for staff and to promote a sustainable future.

5. ETHICS

We aim at being recognised for our high level of business integrity and ethics by working according to best practices and established laws and regulations. We expect that our suppliers and partners adhere to the highest ethical standards to prevent:

- Fraud and Misconduct

The supplier should prohibit its employees and subcontractors or any other party conducting business on behalf of the Company

- from offering, promising, giving, accepting, soliciting an advantage as an inducement for an action which is illegal, unethical or acting as a breach of trust
- directly or indirectly through a third party

to government officials (including employees of state-owned hospitals), organisations, companies, political parties for the purpose of obtaining or retaining business or gaining an improper advantage.

- Money laundering practices

The origin, ownership or destination of illegally or dishonestly acquired money will not be concealed by hiding it within legitimate economic activities to make them appear legal

- Anticompetitive practices

Anticompetitive practices include activities like price fixing, group boycotts and exclusionary dealing contracts.

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6. DATA PRIVACY AND ASSETS PROTECTIONS

Suppliers should respect data privacy laws and maintain confidentiality. They should also ensure that laws and any international treaties relating to intellectual property are respected. Our suppliers should respect any confidential data shared including information and data relating to non-disclosure agreements and private information concerning individuals.

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