

**FOSUN PHARMA**

**复星医药**

**Code of Conduct for Suppliers of  
Shanghai Fosun Pharmaceutical  
(Group) Co., Ltd. (Version 2.1)**

[Centralized Purchasing Department]

Fosun Pharma Group  
March 25 2025

Shanghai Fosun Pharmaceutical (Group) Co., Ltd. and its holding subsidiaries (hereinafter referred to as "Fosun Pharma" or "the Group") expect all suppliers to conduct their business in an ethical manner and to comply with all applicable laws, regulations, and internationally recognized environmental, social and corporate governance standards. At the same time, Fosun Pharma also expects its suppliers to do their best to pass on this concept to the upstream and downstream enterprises in their supply chain to promote the sustainable development of the industry.

As a supplier to Fosun Pharma, you are expected to support, accept and implement the requirements of the *Code of Conduct for Suppliers of Shanghai Fosun Pharmaceutical (Group) Co., Ltd.* (hereinafter referred to as "this Code"). This Code sets out the main principles that you should follow in your business activities as a supplier to Fosun Pharma. For specific information on the requirements, or if you have any questions about the guidelines, please visit [www.fosunpharma.com](http://www.fosunpharma.com).

### **Article 1 Human Rights**

As a supplier to Fosun Pharma, you are expected to:

- Respect the dignity, privacy, and other personal rights of individuals, and do not force any individual to work against his or her will.
- No form of sexual harassment and conduct of a coercive, threatening, humiliating, or exploitative nature, including posturing, verbal and physical contact, is permitted.

### **Article 2 Fair Working Conditions**

You should ensure that fair working conditions are provided and should:

- Avoid employment discrimination on the basis of gender, age, race, nationality, religion, disability, union membership, political affiliation, or sexual orientation.
- Refuse to tolerate any unacceptable treatment of individuals, such as mental abuse, sexual harassment, or gender discrimination, including gestures, language, and physical contact related to gender, coercion, threats, obscenity, or exploitation.
- Respect the legitimate rights of your employees to associate and to bargain collectively.
- Not tolerate or use child labor at any stage of business activity, even in compliance with applicable laws and regulations.
- Prohibit the use of any form of forced labor, including but not limited to involuntary prison labor, slavery, and victims of human trafficking, and allow all employees to leave freely after giving reasonable notice.
- Comply with local government minimum wage requirements and provide fair and reasonable remuneration above the statutory minimum wage in the location.
- We advocate that your company's standard weekly working hours should not exceed 48 hours; unless in emergencies or exceptional circumstances, employee working hours should be limited to 60 hours per week (including overtime), with at least one day off every 7 days; strictly comply with all applicable laws and regulations, respecting the provisions of working hours and rest and vacation rights; all overtime work must be voluntary.

### **Article 3 Environment, Health, Safety and Quality Management**

Your company should always take it as its responsibility to create and provide a safe and healthy working environment for employees and adopt environmentally responsible behavior. Your company should commit to:

- Strictly comply with the laws, regulations, and industry requirements of the country and region where it is located, actively respond to the "Fosun Pharma Group Environment, Health and Safety (EHS) Policy," and be willing to jointly practice environmental protection and employee care responsibilities with Fosun Pharma Group, fulfilling corporate social responsibility.
- Establish and improve management systems and procedures in environmental, safety, and occupational health aspects, and actively establish an (EHS&Q) management model based on environmental management systems, occupational health and safety management systems, and quality management systems when conditions permit, ensuring the effective operation of the EHS&Q management model through regular inspections, reviews, and improvements.
- Identify, manage, and control the emission of biological activity (including solid waste, exhaust gas, and wastewater), and should not prioritize landfill disposal of solid waste under non-essential conditions. Establish a waste management system and maintain management accounts to ensure compliant emission of biological activity.
- Identify various social and natural resources consumed in the production and service process, set relevant goals for resource utilization effectiveness, and especially manage reduction and substitution of non-renewable resources used.
- Actively respond to and implement the greenhouse gas control policies of the country and region, save energy and reduce carbon emissions, improve energy efficiency, and prioritize clean energy, working together to build an environmentally friendly community.
- Strive to provide a safe and healthy workplace for your employees, take necessary measures to continuously reduce risks, prevent various safety accidents, and purchase relevant commercial insurance for the safety and health of your employees, providing material security.
- Be willing to accept the assistance and supervision of Fosun Pharma Group in environmental protection, health safety, and quality management, and be willing to work tirelessly with Fosun Pharma to create a safe, healthy, and sustainable society.

### **Article 4 Business Ethics**

You should conduct your business in a commercially ethical manner and should:

- Avoid any form of embezzlement, extortion, and bribery and ensure that payments, gifts, or other promises made or offered to clients (including employees of Fosun Pharma), government

officials, and any other related parties are made in compliance with applicable anti-bribery regulations.

- Disclose to the Group information about possible conflicts of interest as a supplier to Fosun Pharma, including disclosure of any financial interest that an employee of Fosun Pharma may have in any business of the supplier.

- Protect all confidential information provided by Fosun Pharma and its business partners. Respect the intellectual property rights of others, including those of Fosun Pharma.

- Comply with international trade regulations and export control regulations.

### **Article 5 Security of Business Operations**

You should conduct your business in a secure manner and should:

- Take reasonable measures to reduce the threat to Fosun Pharma from security risks such as terrorism, crime, epidemics, and natural disasters.

- Visit or work at the business sites of Fosun Pharma, follow the security rules of Fosun Pharma, and report any security issues through appropriate channels of Fosun Pharma.

### **Article 6 Sustainability of Business Operations**

- Your company should conduct business sustainably, including but not limited to actively managing issues such as animal welfare (if applicable). We advocate treating animals well and require suppliers to actively promote animal welfare, which includes providing an environment free from pain, cruelty, abuse, and neglect for animals, and complying with all applicable laws and industry guidelines.

- Suppliers should implement appropriate mechanisms to regularly identify, assess, and manage risks in all relevant areas, ensuring business continuity.

### **Article 7 Fair Competition, Antitrust Law, and Intellectual Property**

- Your company should act in accordance with national and internationally accepted competition laws, not engaging in activities such as price fixing, market or customer allocation, market division, or bid rigging with competitors; respect others' intellectual property.

### **Article 8 Personal Information and Privacy**

- Your company should handle personal information confidentially and responsibly, respect everyone's privacy, and ensure that personal information is effectively protected and used only for legitimate purposes. Your company should comply with privacy and information security laws and regulations when collecting, storing, processing, transmitting, and sharing personal information.

### **Article 9 Procurement from Suppliers**

You should procure goods and services in a responsible manner and should:

- Require suppliers to comply with criteria similar to this Code when selecting next-level

suppliers that provide goods or services directly or indirectly to Fosun Pharma.

· Ensure the quality and safety of products and services indirectly provided by next-level suppliers to Fosun Pharma Group, it is required that the products and services provided by these suppliers comply with Fosun Pharma Group's quality and safety requirements for products, and be audited.

- Support Fosun Pharma Group in conducting secondary supplier audits when necessary.

### **Article 10 Checking and Corrective Measures**

You should:

· Keep all relevant documentary records to demonstrate your compliance with this Code and should provide the required documents upon request by Fosun Pharma.

· Fosun Pharma has the right to audit the supplier's operations and facilities, either on its own or by commissioning a third party, with reasonable notice. If the result of Fosun Pharma's audit indicates that you have failed to comply with the Code, you should take necessary corrective measures in a timely manner as advised by Fosun Pharma. If you fail to take corrective measures or fail to meet the requirements of this Code after taking such measures, Fosun Pharma may take appropriate actions, including but not limited to suspension or cancellation of your status as a supplier of the Group.

### **Article 11 Reporting Channels**

If suppliers or their employees believe that the provisions of this Code are not being followed or implemented in their business relationship with Fosun Pharma, you are welcome to raise questions through the relevant channels listed below.

<b>Channels</b>	<b>Contact</b>
Centralized Procurement and	Tel.:+8621 33987286
Procurement Management Department of Fosun Pharma	Email:ep_procurement@fosunpharma.com
Integrity Inspection Department of Fosun Pharma	Tel.:+8621 33987480 Email:lianzhengdc@fosunpharma.com
Whistleblowing Portal	www.fosunpharma.com

**Annex:**

**Commitment to the *Code of Conduct for Suppliers of Shanghai Fosun Pharmaceutical (Group) Co., Ltd.***

To: Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

We have carefully read and fully understood the *Code of Conduct for Suppliers of Shanghai Fosun Pharmaceutical (Group) Co., Ltd.* As a part of your supply chain, we are committed to complying with this code of conduct and continuously improving it to promote the sustainable development of the industry together with you.

Legal Representative (signature):

Corporate seal:

Date: \_\_\_\_ (month) \_\_\_\_ (day) \_\_\_\_ (year)