

VENDOR CODE OF BUSINESS CONDUCT

1. Purpose & Scope

This Vendor Code of Business Conduct defines the minimum mandatory ethical, legal, quality, and safety standards applicable to all Vendors, while encouraging sustainability practices based on the Vendor’s maturity and risk profile.

For the purposes of this document, “Vendor” includes Suppliers, Sub-distributors, Contractors, Agents, and third parties engaged by or acting on behalf of Biologix Fzco¹ (“Biologix”).

Vendors shall comply with the obligations contained herein and shall ensure that their employees, affiliates, agents, and approved subcontractors adhere to these requirements when performing services for or on behalf of Biologix.

This Vendor Code of Business Conduct forms an integral part of the contractual relationship between Biologix and its Vendors. Compliance with this Code constitutes a material obligation of the Vendor.

Vendors shall comply with the following obligations:

2. Compliance and Ethics

2.1 Compliance with Applicable Laws

Comply with all applicable laws, regulations, industry codes, and regulatory authority requirements in the countries where they operate or provide services to Biologix.

2.2 Anti-Bribery & Anti-Corruption

Vendors interacting with healthcare professionals on behalf of Biologix must comply with applicable healthcare compliance laws and industry codes, including restrictions on inducements, promotional practices, sponsorships, bribery, kickbacks, improper payments, or benefits to healthcare professionals and / or government officials.

Maintain transparent, accurate business records.

Ensure full compliance with all applicable Anti-Bribery and Anti-Corruption (ABAC) laws, regulations, and internal policies.

2.3 Fair Competition

Prohibit any anti-competitive behavior such as price-fixing, bid-rigging, or sharing sensitive commercial information.

2.4 Conflict of Interest

Disclose any actual or potential conflict involving Biologix personnel or decisions.

2.5 Confidentiality & Data Protection

Protect Biologix confidential information, personal data, and intellectual property, and implement appropriate technical and organizational safeguards in compliance with applicable data protection laws.

¹ Biologix Fzco is a company organized and existing under the laws of the United Arab Emirates, whose registered office is at Dubai Airport Free Zone Area, C 17, C 18, Row C2, LIU Dubai, UAE.

Implement appropriate information security and cybersecurity measures to protect systems and data used in connection with Biologix activities.

2.6 Economic Sanctions & Export Controls

Comply with all applicable trade sanctions, export control laws, and embargo regulations, including but not limited to those issued by the United Nations, European Union, UK or the United States.

2.7 Gifts, Hospitality and Benefits

Do not offer or provide gifts, hospitality, sponsorships, or other benefits to healthcare professionals, government officials, or Biologix employees that could improperly influence business decisions or create a conflict of interest.

3. Human Rights & Labor Practices

3.1 Freely Chosen Employment

No forced labor, bonded labor, or modern slavery.

3.2 Child Labor

No employment of individuals under 15 or under the local legal minimum.

3.3 Non-Discrimination

No discrimination based on gender, ethnicity, religion, age, disability, or any protected characteristic.

3.4 Fair Working Conditions

Provide lawful wages, working hours, and benefits.

Respect employees' freedom of association.

3.5 Respectful Workplace

Prohibit harassment, abuse, and unsafe disciplinary practices.

4. Health & Safety

Vendors must provide a safe and healthy working environment by:

- Ensuring hazard controls, Personal Protective Equipment, and safety training.
- Establishing emergency procedures.
- Managing chemicals and hazardous materials safely.

5. Environmental Responsibility

Vendors are expected and encouraged where feasible to measure and minimize their environmental impact, including energy use and greenhouse gas emissions, and to take reasonable steps to reduce their environmental footprint through:

5.1 Compliance & Controls

Follow all environmental laws and required permits.

5.2 Resource Efficiency

Reduce energy, water, and raw material use.

Promote recycling, waste reduction, and responsible material handling.

5.3 Emissions & Waste

Prevent pollution, manage waste responsibly, and control emissions.

5.4 Disclosure

Provide environmental performance data to Biologix upon request, where such information is available.

These environmental practices are progressive expectations and may be implemented based on the Vendor's size, activity, and risk profile.

6. Product Quality & Compliance

Vendors must:

- Comply with Good Manufacturing/Distribution Practices (GMP/GDP), as applicable
- Ensure product quality, safety, and integrity.
- Report quality issues, defects, or safety events immediately.
- Report any adverse events, safety information or product complaints to Biologix.
- Maintain proper documentation and traceability.
- Vendors interacting with healthcare professionals or patients must promptly report any adverse events, safety information, or product complaints to Biologix in accordance with applicable pharmacovigilance requirements.

7. Responsible Supply Chain

- Subcontractors engaged in work related to Biologix must be disclosed to and approved by Biologix.
- Vendors must ensure Subcontractors engaged in work related to Biologix are informed of and comply with the principles of this Vendor Code of Conduct. Vendors remain responsible for the performance and compliance of their subcontractors.
- Vendors should assess risks in their own supply chain and take corrective measures where needed.
- Vendors are encouraged to conduct reasonable due diligence on their own suppliers and subcontractors with respect to human rights, environmental, and ethical risks.
- Business Continuity: Vendors should maintain appropriate business continuity and disaster recovery plans to ensure supply continuity.

8. Monitoring & Corrective Action

- Biologix reserves the right, upon reasonable notice, to audit or assess Vendor compliance with this Code through document reviews, questionnaires, Vendor evaluations, or site visits, where appropriate. Such assessments will be conducted in a reasonable manner and with due consideration for the Vendor's operations.
- Vendors must cooperate fully and implement corrective actions when required.
- Vendors non-compliance with this Code may lead to suspension or termination of the business relationship.

9. Reporting Concerns

- Vendors and their employees must report any suspected violation of this Code or unethical conduct related to Biologix through the following channels:
Email: Speak_up@biologixpharma.com
Hotline: +961 79 322 556
- Reports are handled confidentially and without retaliation.
- Vendors shall ensure that individuals, including employees reporting concerns in good faith, are protected from retaliation.

10. Vendor Acknowledgment

By signing below, the Vendor acknowledges that compliance with this Vendor Code of Business Conduct constitutes a binding obligation and agrees to comply with and implement its requirements throughout its organization and agrees to cascade these requirements to its Sub-contractors.

Vendor Name:

Authorized Representative:

Title:

Signature & Stamp:

Date: