

SUPPLIER CODE OF CONDUCT

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INTRODUCTION



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INTRODUCTION

The Cooper Pharma Group is committed to conducting its business with integrity, transparency, and respect for all applicable laws and regulations. Through its subsidiaries in Morocco and internationally, Cooper Pharma places great importance on the ethical conduct of its business partners.

This Supplier Code of Conduct defines the expectations we have for our suppliers of products or services in terms of ethical behavior and compliance. It reflects our commitment to acting ethically, transparently, and socially responsible in all our commercial activities, while creating shared value.

Mr. Ayman Cheikh Lahlou
Chairman and CEO

SCOPE OF **APPLICATION**

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This Code applies to:

- ❖ All suppliers, service providers, distributors, manufacturers, subcontractors, and commercial partners who provide goods or services to the Cooper Pharma Group.
- ❖ All employees, managers, directors, and representatives of these entities involved, directly or indirectly, in the commercial relationship with the Cooper Pharma Group.

Suppliers are responsible for ensuring that their subcontractors and partners also respect the principles and requirements set out in this Code.



COMPLIANCE **WITH LAWS AND REGULATIONS**

Suppliers must comply with all applicable laws and regulations, including those related to the manufacturing, distribution, and marketing of pharmaceutical products.

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ETHICAL PRACTICES

Suppliers must conduct their business ethically, avoiding all forms of fraud or unfair commercial practices.

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FAIR COMPETITION

Compliance with competition laws is mandatory.

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ANTI-CORRUPTION

All forms of corruption are condemned.

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CONFLICTS OF INTEREST

Suppliers must avoid any interaction with any Cooper Pharma Group employee that could conflict or appear to conflict with the employee's ability to act in the best interest of the Cooper Pharma Group. Example: financial or other incentives. A Cooper Pharma employee must not make business decisions that would personally benefit themselves, a family member, or a friend. If a supplier has a relationship with an employee of Cooper Pharma or its subsidiaries that could represent a conflict of interest, the supplier must report this information to Cooper Pharma Group.

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TRANSPARENCY AND TRUST

Transparency in business practices and honest communication with stakeholders are essential to maintaining a climate of trust.

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COMPLIANCE WITH INTERNATIONAL TRADE RULES

Suppliers must comply with all applicable trade compliance controls, laws, or orders regarding import and export. Suppliers must provide customs and other authorities with accurate and truthful information as required.

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RELATIONSHIP WITH CUSTOMERS AND SUPPLIERS

Suppliers must maintain professional and respectful relationships with all customers, commercial partners, and other suppliers. This means honoring all contracts and commitments, resolving complaints and claims promptly and fairly; and avoiding any behavior that could harm the reputation of Cooper Pharma Group.



HUMAN RIGHTS AND **WORKING CONDITIONS**

Suppliers must respect human rights and ensure safe and fair working conditions for their employees, including compliance with international labor standards.

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DIVERSITY AND RESPECT

Suppliers must promote diversity, inclusion, and respect for personal dignity, privacy, and the rights of individuals. All forms of discrimination and harassment are strictly prohibited



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CHILD LABOR

Cooper Pharma Group formally prohibits the employment of children who have not reached the local legal minimum working age or who are under 18 years old for hazardous, night, or forced labor, in accordance with International Labour Organization standards. Similarly, the employment of persons under 15 years old is formally prohibited regardless of the type of work.

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HEALTH AND SAFETY

Suppliers must ensure a safe and healthy working environment.



SOCIAL AND **ENVIRONMENTAL** **COMMITMENT**

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SOCIAL COMMITMENT

Suppliers must support legitimate social responsibility initiatives by adhering to strict standards regarding human rights, working conditions, health, and safety.

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CREATING SHARED VALUE

Suppliers must aim to create positive long-term value for society by investing in communities and promoting health and well-being.

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ENVIRONMENT

Suppliers must adopt environmentally friendly practices and strive to minimize their environmental impact.



PRODUCT QUALITY AND SAFETY

Suppliers must ensure that all products or services provided meet the required quality and safety standards.

Furthermore, suppliers must maintain effective control over their supply chain and ensure that all subcontractors and third parties also comply with the Code of Conduct.

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PRODUCT SAFETY AND SURVEILLANCE

Suppliers must commit to ensuring product safety and providing accurate information.

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SUPPLY CHAIN INTEGRITY

Suppliers involved in the supply, manufacture, packaging, repackaging, shaping, testing, storage, and distribution of products for or on behalf of the Cooper Pharma Group must ensure compliance with applicable quality regulations, Good Manufacturing Practices (GMP), Good Distribution Practices (GDP), and Good Laboratory Practices (GLP) for the markets where the products are manufactured, registered, and distributed, and in accordance with all required laws and regulations.

Suppliers must ensure the integrity of their supply chain, avoid counterfeiting and tampering, in order to protect products and patients.

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CLINICAL TRIALS AND PATIENT SAFETY

The conduct of clinical trials must comply with Good Clinical Practices (GCP) and regulations related to clinical trials, including the informed consent of participants and the transparency of results.

The safety of individuals participating in clinical trials is paramount.

Service providers are required to promptly inform the Cooper Pharma Group of the emergence of any event that may impact the safety of clinical trial participants.



CONFIDENTIALITY AND **DATA** **PROTECTION**

Suppliers must protect the confidentiality of sensitive information and comply with confidentiality agreements in place.

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DATA PROTECTION

Personal data must be processed fairly and legally, and protected against unauthorized access.

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INTELLECTUAL PROPERTY

Suppliers must protect the intellectual property of Cooper Pharma Group and its subsidiaries and respect the intellectual property rights of third parties. Suppliers must respect the confidentiality and privacy of all concerned parties. This means that suppliers must secure all confidential data and information and must not share this information without the prior written consent of its owner.



CONTINUOUS IMPROVEMENT AND **MUTUAL COMMITMENT**

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Conducting our business responsibly is a commitment strongly rooted in our DNA and corporate culture. If you notice behaviors that violate this Code, please inform Cooper Pharma Group to assist in reviewing the case.

Suppliers must adhere to all provisions of the Code of Conduct and must regularly monitor compliance, including via audits, inspections, and mechanisms for reporting any unethical behavior

Our suppliers are an essential element of our supply chain. Cooper Pharma Group and its subsidiaries count on your commitment!



