

Declaration of principles of Queisser Pharma GmbH & Co. KG

We, Queisser Pharma GmbH & Co. KG (hereinafter: Queisser Pharma), are committed to respecting human rights and environmental obligations within our supply chain and regard the protection of human rights as a central element. We implement applicable law, respect internationally recognized human rights and environmental obligations and take care to prevent human rights violations and environmental pollution in the course of our business activities. In particular, we condemn all forms of child and forced labor, all forms of slavery and (modern) human trafficking as well as all forms of discrimination. We are also committed to complying with the occupational health and safety regulations applicable at the respective place of employment, paying appropriate wages and protecting the freedom of association of our employees and environmental conventions on mercury, persistent organic pollutants and the transboundary movement of hazardous waste.

This declaration of principles of Queisser Pharma GmbH & Co. KG was adopted by the management on 09.01.2024.

In order to comply with our due diligence obligations under the German Supply Chain Due Diligence Act (LkSG), we have created the prerequisites for the following processes in our own business area and, where necessary, with our direct and indirect suppliers:

Risk management and risk analysis

We have set up an LkSG-related risk management solution and will anchor it in all relevant business processes. The implementation of the Daato software and the implementation of the abstract risk analysis based on all direct suppliers of Queisser Pharma will create the basis for the concrete risk analysis. Identified risks are addressed to the relevant suppliers and remedial measures are initiated where necessary.

As part of risk management, we carry out an annual and event-related risk analysis to identify human rights and environmental risks along our supply chain, in which we pay particular attention to those risks that are predominant based on our experience. We will identify and, if necessary, update the human rights and environmental risks that are a priority for Queisser Pharma after conducting the risk analysis and on the basis of the risk statement.

If we identify human rights or environmental risks along our supply chain as part of the risk analysis, we immediately take the following preventive measures, among others:

Queisser Pharma will try to influence suppliers according to its possibilities (depending on the supplier relationship, scope of influence, purchasing volume and existing industry initiatives and standards, among other things) in order to minimize or exclude possible risks. We see possible

measures in the form of contract design and adjustments as well as support with supplier training. Our purchasing policy is also reviewed with regard to the LkSG criteria.

If, as part of our risk analysis, we determine that a violation of a human rights or environmental obligation has already occurred or is imminent, we immediately take the following remedial measures: We seek contact with our direct suppliers and try to find a solution together.

Complaints procedure

Independently of the risk analysis and the risks identified here, we have set up a complaints procedure that enables our employees and all other affected persons to report human rights and environmental risks as well as violations of human rights and environmental obligations. The complaints procedure is publicly accessible via our website www.queisser.com and links directly to Akarion's cloud-based software. A case management process description is available. If information or complaints are received via this system, the procedure is the same as in our case management system.

At Queisser Pharma, two employees have been appointed as internal reporting office officers and have undergone training. Both employees are independent and not bound by instructions with regard to this activity and are responsible for monitoring compliance with the LkSG.

The effectiveness of the complaints procedure is constantly reviewed and further developed by us on an ad hoc basis, but at least once a year.

Reporting system

We document our efforts to effectively implement our due diligence obligations on an ongoing basis, e.g. by providing evidence of training courses, adaptation of processes and employment contracts.

Our human rights and environmental priorities

As part of our risk analysis, we will identify specific risks to Queisser Pharma for human rights and environmental concerns that we consider to be priorities due to their nature, scope and potential significance to our business. Upon completion of the initial risk analysis, expected in early February, we will publish the identified human rights and environmental priorities in this policy statement.

Our expectations of our employees and suppliers

The principles set out in this policy statement apply both to our own business, i.e. to all our employees, and to our suppliers in the supply chain. To this end, we have drawn up a Code of

Conduct for our employees, which clearly and comprehensibly sets out our expectations of our employees.


We also expect our suppliers and business partners to commit to complying with our principles and to develop and implement appropriate and effective processes to address and prevent the risks and violations we have identified and to identify further potential risks. In order to communicate our expectations of our suppliers and business partners transparently, we have developed a codex for our suppliers (Sustainability Codex).

Flensburg, 09.01.2024

The management of Queisser Pharma GmbH & Co. KG

A handwritten signature in blue ink, appearing to be 'AK', written over a horizontal line.

Axel Kaempfe

A handwritten signature in blue ink, appearing to be 'EN', written over a horizontal line.

Erich Nobis