



ViatriS Supplier Code of Conduct

ViatriS expects that its Suppliers adhere to all applicable laws and regulations as well as this Supplier Code of Conduct (the "Supplier Code").

This Supplier Code is a part of our commitment to operate responsibly and to ensure our suppliers do the same so that we may jointly progress our efforts to provide sustainable access to medicine.

The Company is committed to conducting business ethically and in compliance with applicable laws and expects no less from its Suppliers.

All ViatriS colleagues with relevant job duties shall make good faith efforts to ensure Suppliers with which we are doing business adhere to the Supplier Code.

If any ViatriS colleague becomes aware of a potential violation of the Supplier Code, they must report the matter to the Compliance department in a manner consistent with the requirements of the Code of Business Conduct and Ethics and other applicable policy documents.

ViatriS Supplier Code of Conduct

ViatriS empowers people worldwide to live healthier at every stage of life. We do so by providing access to medicines, advancing sustainable operations, developing innovative solutions and leveraging our collective expertise to improve patient health

Corporate social responsibility is fundamental to the ViatriS mission, and we are committed to conducting business ethically and in compliance with the law. We expect no less from the companies with which we do business. In addition to complying with applicable laws and regulations and any agreed upon contract, ViatriS expects that our suppliers adhere to this Supplier Code of Conduct (the "Supplier Code") which provides guidance and requirements for doing business with ViatriS, and supports our efforts to inspire, engage in, and foster responsible and sustainable operations and partnerships to empower people to live healthier at every stage of life

We are committed to continually work to improve our operations and expect our business partners to promote similar principles throughout their supply chain. ViatriS is committed to working with our suppliers and business partners on this journey of continuous improvement. We believe this joint commitment is essential to ensuring diverse, global and resilient supply chains - which we believe are essential to our mission and business. Further, we aim to help make a positive impact on the lives of millions of people in our value chain around the world and reduce our environmental impact. ViatriS will monitor alignment to the Supplier Code and work for continuous improvement including through Supplier engagement and ViatriS assessment program.



- **Ethical Business Practices** – Supplier shall conduct their business in an ethical manner and act with integrity. The Ethical Business Practices elements include:
 - **Anti-Corruption and Business Integrity** – All forms of corruption, extortion, embezzlement, and bribery are prohibited. Suppliers shall not offer, pay, promise, or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall abide by all applicable anti-corruption laws and regulations.
 - **Fair Competition** – Suppliers shall conduct their business consistent with applicable competition laws.
 - **Conflicts of Interest** – Suppliers shall not engage in any activity with an employee of Viatris which creates an actual or perceived conflict of interest.
 - **Conflict Minerals** – Suppliers shall ensure that materials supplied to Viatris which may contain tin, tantalum, tungsten, or gold are sourced from outside the Democratic Republic of the Congo (“DRC”) and adjoining countries or that such materials have been certified by an independent third party as “conflict free”.
 - **Identification of Concerns** – All workers shall be encouraged and provided a means to report concerns or illegal activities in the workplace without threat of reprisal, intimidation, or harassment. Suppliers shall investigate and take corrective action if needed.
 - **Animal Welfare** - Animals shall be treated respectfully. Animal testing, if allowed under applicable laws, should be performed only after consideration to replace animals (if scientifically valid and acceptable to regulators), reduce the numbers of animals used, and refine procedures to minimize pain and stress (the 3R principles).. Facilities performing animal testing on our behalf are required to comply with regional scientific procedures for laboratory animal science. These facilities should use and/or be approved by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC).
 - **Data Protection and Privacy** – Suppliers shall safeguard and make only proper use of confidential information to ensure that Company, worker, and patient privacy rights are protected.
 - **Supplier Diversity** – Suppliers are encouraged to identify and provide opportunities to small and diverse businesses in connection with supplying useful goods and services to Viatris at competitive prices. We recognize that a strong, diverse supplier community is essential to economic vitality, and we seek opportunities to conduct business with competitive, diverse suppliers and Indigenous businesses.
- **Labor and Human Rights** – Suppliers shall be committed to uphold the human rights of workers and treat them with dignity and respect. The Labor and Human Rights elements include:
 - **Freely Chosen Employment** – Suppliers shall not use forced, bonded, or indentured labor



or involuntary prison labor. Suppliers shall not support, promote, or engage in the practice of slavery or human trafficking.

- **Child Labor and Young Workers** – Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country’s legal age for employment or the age established for completing compulsory education.
- **Freedom of Association and Collective Bargaining** – Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor/trade unions or workers’ councils, and to seek representation. Workers shall be able to bargain collectively and to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment.
- **Non-Discrimination and Harassment Free Workplace** – Suppliers shall provide a workplace free of harassment and discrimination and comply with all applicable laws and regulations. Suppliers shall provide equal opportunities for women and men. Suppliers shall provide a workplace free of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuses of workers, or threat of any such treatment or discrimination. Discrimination for reasons such as race, color, age, gender, sexual orientation, physical or mental disability, ethnicity, disability, religion, political affiliation, union membership, marital status or other legally protected characteristics is not condoned.
- **Fair Treatment** – Suppliers shall provide a workplace free of actual or threatened harsh and inhumane treatment, including any sexual or other harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers.
- **Wages, Benefits & Working Hours** – Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Work hours shall be in compliance with applicable laws. Suppliers shall, in a timely manner, communicate with workers the basis on which they are being compensated. Suppliers are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime.
- **Health and Safety** - Suppliers shall provide a safe and healthy working environment, including any Company provided living quarters. The Health and Safety elements include:
 - **Worker Protection** - Suppliers shall protect workers from over exposure to chemical, biological, and physical hazards in the workplace. Suppliers shall operate in compliance with all applicable health, safety and public health regulations and ensure safety management systems are in place to prevent work-related personal injuries.
 - **Process Safety** – Suppliers shall have programs in place to prevent or mitigate these risks (including catastrophic releases of chemicals, fumes, and dust). Suppliers’ actions shall be



commensurate with the risks associated with the potential impact.

- **Emergency Preparedness and Response** – Suppliers shall identify and assess emergency situations in the workplace and in the community and minimize their impact by implementing emergency plans to response procedures. Suppliers shall review and, if appropriate, update such plans and procedures annually or more frequently as necessary.
 - **Hazard Information** – Safety information relating to hazardous materials – including pharmaceutical compounds and pharmaceutical intermediate materials – shall be available to educate, train, and protect workers from hazards.
- **Environment** - Suppliers shall operate in an environmentally responsible and efficient manner in support of Viatriis' efforts to do the same and to minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible, and to engage in activities that reuse and recycle. The environmental elements include:
 - **Environmental Health and Safety ("EH&S")** – Suppliers shall comply with all applicable EH&S laws and regulations. All required EH&S permits, licenses and registrations shall be obtained and their operational and reporting requirements and restrictions followed.
 - **Waste** - Suppliers shall have systems in place to ensure the safe handling, movement, storage, disposal, recycling, reuse or management of waste. Any waste with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment
 - **Water** - Suppliers shall have systems in place for adequate waste-water treatment and the monitoring of quality of water discharge. Any wastewater with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.
 - **GHG and Air Emissions** – Suppliers shall have systems in place to monitor and reduce its GHG and air emissions.
 - **Spills and Releases** – Suppliers shall have systems in place to prevent and mitigate accidental spills and releases into the environment. Suppliers shall have appropriate programs to prevent or mitigate catastrophic releases of chemicals associated with ordinary operations and processes.
 - **Sustainability and Efficiency of Resources** – Suppliers shall work to reduce their environmental footprint through minimizing their use of natural resources and the environmental impact of their activities.



- **Management Systems** – Suppliers shall use Management Systems to facilitate continual improvement and compliance with these principles and expectations. The Management System elements include:
 - **Business Continuity** – Suppliers are responsible for the development and implementation of appropriate business continuity plans for operations supporting Viatris business.
 - **Commitment and Accountability** – Suppliers are encouraged to fulfill the requirements described in this Supplier Code by allocating appropriate resources, including but not limited to training their employees on the expectations set forth in this Supplier Code.
 - **Legal and Customer Requirements** – Suppliers shall comply with all applicable laws, regulations, standards, and relevant customer requirements.
 - **Risk Management** – Suppliers shall have mechanisms in place to identify and adequately manage risks in all areas addressed by this Supplier Code of Conduct.
 - **Documentation** – Suppliers shall maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable laws, regulations, standards, and Viatris' explicit requirements.
 - **Training and Competency** – Suppliers shall have a training program that achieves an appropriate level of knowledge, skills, and abilities in management and workers to address the expectations set forth in this Supplier Code of Conduct.
 - **Continual Improvement** – Suppliers are expected to continually improve by setting performance objectives, executing implementation plans, and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews.
 - **Compliance Assessment** – Suppliers are expected to monitor their own compliance with this Supplier Code. Viatris reserves the right to assess suppliers' compliance with this Supplier Code through use of Viatris colleagues or third parties, including through supplier engagement and/or on-site assessments of facilities, use of questionnaires, review of available information, or other measures necessary to review Supplier's performance.
- **Sustainability Management and Disclosure** - Suppliers are expected to establish Environmental, Social and Governance goals and make reasonable efforts to publicly disclose progress on these goals (e.g., on the Supplier website or in publicly available reports).



- **References:**

- **Principles and Conventions** - As a signatory to the UN Global Compact, Viatris is committed to the ten (10) principles to protect human rights and the environment, ensure safe and proper labor conditions and ethical, corruption-free business practices and we expect no less from our Suppliers. The ten (10) principles of the UN Global Compact are derived from: the Universal Declaration of Human Rights, the Eight Fundamental Conventions of the International Labour Organization, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. We expect our Suppliers and business partners to respect these international norms and conventions in their business dealings .
- Viatris is a signatory to the Davos Declaration on combating AMR and a founding board member of the AMR Industry Alliance. Viatris has adopted the Common Antibiotic Manufacturing Framework and the associated discharge targets. We expect our antibiotics suppliers to do the same and to join us on our journey to meet these goals. The Common Antibiotic Manufacturing Framework and discharge targets are available at <https://www.amrindustryalliance.org/shared-goals/common-antibiotic-manufacturing-framework/>.
- Viatris is a member of the Pharmaceutical Supply Chain Initiative (PSCI) and is committed to support the PSCI Principles for responsible Supply Chain Management. We expect our suppliers to do the same and to join us on our journey to integrate and apply these Principles in their supplier chain. The PSCI principles are available at <https://pscinitiative.org/principles>. Further, we encourage supplier to take part of all the publicly available PSCI resources.
- Additional frameworks that apply to our Suppliers include
 - Viatris is a signatory to the UN Women’s Empowerment Principles to advance gender equality and women’s empowerment in the workplace, marketplace and community. We engage across our value chain regarding these principles, available here: <https://www.weps.org/>
 - Viatris is a signatory to the UN Global Compact CEO Water Mandate, a global network of corporates dedicated to water stewardship, conservation and watershed risk management. We engage across our value chain regarding the commitments set forth by the Mandate, which can be accessed here <https://ceowatermandate.org/>.

How to contact Viatris to ask a question or report a violation of this Supplier Code

Contact Compliance - Viatris encourages suppliers to bring comments, questions, concerns, and ideas to Viatris’ attention. To report a violation of the Supplier Code please contact the Compliance Line.



Telephone: [Compliance Line phone numbers accessible by country](#)

Email: compliance@viatris.com

Online: viatriscomplianceline.ethicspoint.com

Mail: The Network
(Attn. Viatris)
333 Research Court
Norcross, GA 30092 U.S.