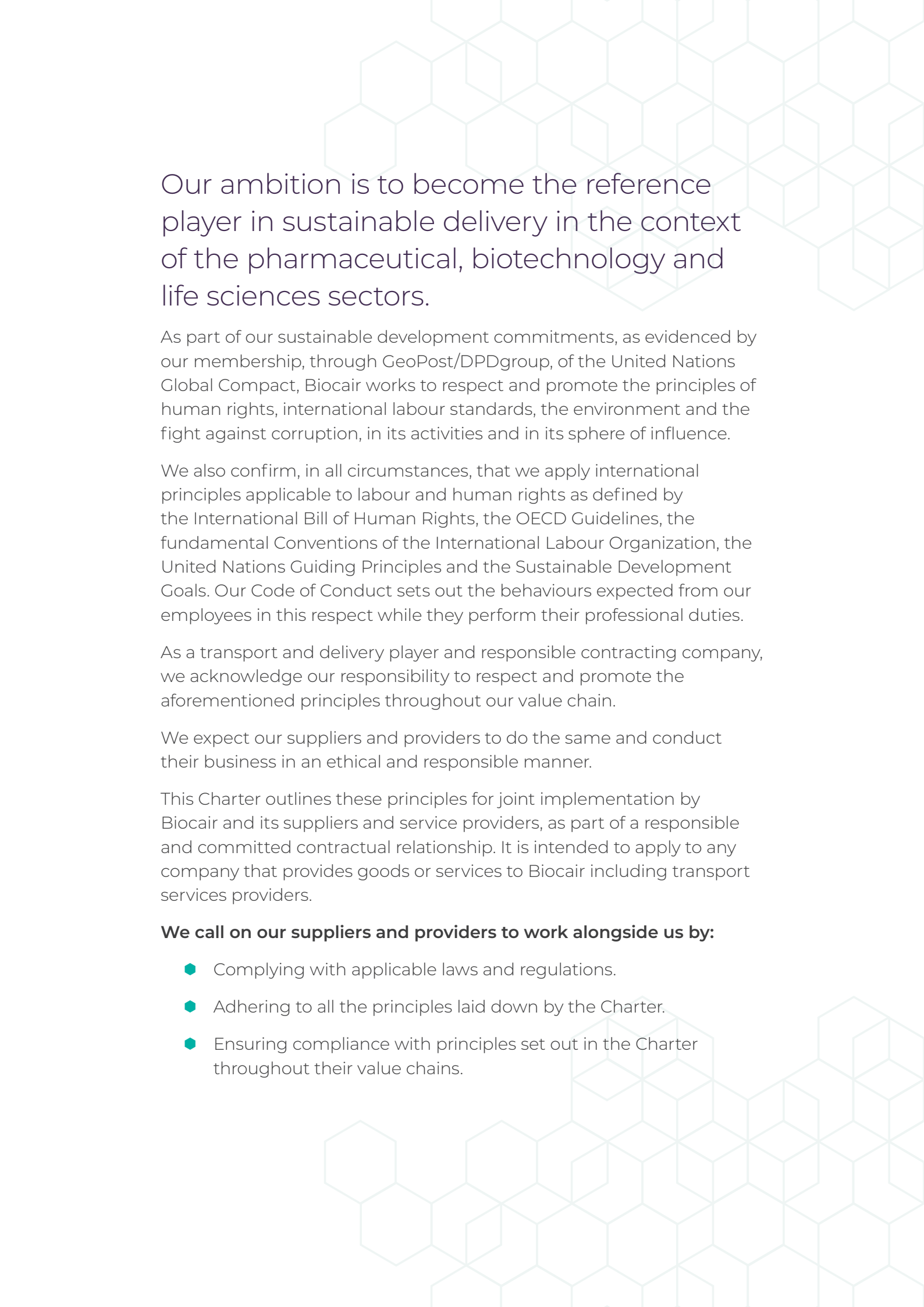




MOVING **SCIENCE** FORWARD

SUSTAINABLE PROCUREMENT CHARTER 2022





Our ambition is to become the reference player in sustainable delivery in the context of the pharmaceutical, biotechnology and life sciences sectors.

As part of our sustainable development commitments, as evidenced by our membership, through GeoPost/DPDgroup, of the United Nations Global Compact, Biocair works to respect and promote the principles of human rights, international labour standards, the environment and the fight against corruption, in its activities and in its sphere of influence.

We also confirm, in all circumstances, that we apply international principles applicable to labour and human rights as defined by the International Bill of Human Rights, the OECD Guidelines, the fundamental Conventions of the International Labour Organization, the United Nations Guiding Principles and the Sustainable Development Goals. Our Code of Conduct sets out the behaviours expected from our employees in this respect while they perform their professional duties.

As a transport and delivery player and responsible contracting company, we acknowledge our responsibility to respect and promote the aforementioned principles throughout our value chain.

We expect our suppliers and providers to do the same and conduct their business in an ethical and responsible manner.

This Charter outlines these principles for joint implementation by Biocair and its suppliers and service providers, as part of a responsible and committed contractual relationship. It is intended to apply to any company that provides goods or services to Biocair including transport services providers.

We call on our suppliers and providers to work alongside us by:

- Complying with applicable laws and regulations.
- Adhering to all the principles laid down by the Charter.
- Ensuring compliance with principles set out in the Charter throughout their value chains.

1. Reciprocal principles

1.1. RESPECT AND PROMOTE HUMAN RIGHTS

- Respect the principles of the United Nations Global Compact and the fundamental conventions of the International Labour Organization.
- Do not tolerate any form of practice amounting to modern slavery or forced labour, child labour and any other similar practice.
- Refrain from using any form of discrimination and promote equal treatment, diversity, equity and inclusion in the workplace.
- Develop management and working conditions that respect human dignity and labour rights.
- Respect labour legislation including working hours, fair remuneration, training and freedom of association.
- Identify, assess and mitigate risks of human rights violations related to its business activity.

1.2. RESPECT HEALTH AND SAFETY AT WORK

- Provide a safe working environment, including road safety, to all employees, and ensure compliance with occupational health, hygiene and safety rules in particular when working within Biocair premises.

1.3. TAKE ACTION TO PROTECT THE ENVIRONMENT

- Identify, assess and mitigate environmental risks related to its business activities.
- Implement actions to reduce its environmental impact, notably with a view to reducing CO2, greenhouse gas emissions, air pollutant emissions and waste production.

1.4. PREVENT AND MANAGE CONFLICTS OF INTEREST

- Inform Biocair of any risk of conflicts of interest (personal interest either financial or otherwise) with a Biocair employee that could influence or appear to influence the independent, impartial and objective exercise of their professional activities.
- Prevent and proactively manage conflicts of interest.



1.5. COMPLY WITH PERSONAL DATA AND INTELLECTUAL PROPERTY RULES

- Respect confidentiality and rules on the protection of personal data, as well as intellectual property.

1.6. RESPECT RULES OF FAIR COMPETITION

- Prohibit any illegal or unfair commercial practices.

1.7. PREVENT AND COMBAT CORRUPTION AND INFLUENCE PEDDLING

- Prevent the occurrence of corruption by implementing necessary measures, and reject all forms of corruption, applying these three key principles: Zero tolerance, Applies to Everyone, Everyone is vigilant.
- Prohibit offering or soliciting, directly or indirectly, gifts, invitations, promises, donations or benefits for the purpose of obtaining or having obtained a contract or any other favourable decision.

The acceptance of a gift or an invitation by a Biocair employee is governed by the Biocair Gifts and Hospitality standard.



2. Implementation of the Charter

2.1. CONTINUOUS IMPROVEMENT APPROACH

We aim to move forward together through constant dialogue and mutual trust.

To develop quality commercial relationships, Biocair and its service providers and suppliers organise regular interactions pursuant to their contractual obligations, which allow for the implementation, to the extent necessary, of joint improvement plans to prevent and/or remedy any difficulties.

Suppliers and service providers agree to be subject to external audits, to confirm that these principles are being applied and, to the extent necessary, to undertake corrective measures.

In the event that the principles of the Charter are not respected, Biocair reserves the right to terminate the relationship with the concerned suppliers and service providers in accordance with contractual provisions governing their relationship.

2.2. WHISTLEBLOWING SYSTEM

Biocair suppliers and service providers have access to a whistleblowing system enabling them to report any breach regarding human rights and fundamental freedoms, the health and safety of people, the environment and the other aforementioned principles, which are witnessed during the performance of their contract, as well as any act of corruption. The terms of access to the Biocair whistleblowing system are mentioned in respective agreements.

Suppliers and service providers inform their staff of the existence of the whistleblowing system in connection with their relationship with Biocair and allow their staff to access such whistleblowing system.



Date and signature:

Company name:

Name and position
of the signatory:

Annex

THE 8 FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANISATION



Convention No. 29 of 1930 on
Forced Labour

Convention No. 105 of 1957
on the Abolition of Forced
Labour

Convention No. 87 of 1948 on
the Freedom of Association
and the Protection of the
Right to Organise

Convention No. 111 of 1958 on
Discrimination (Employment
and Occupation)

Convention No. 98 of 1949
on the right to Organise and
Collective Bargaining

Convention No. 138 of 1973 on
the Minimum Age

Convention No. 100 of 1951 on
Equal Remuneration

Convention No. 182 of 1999
on the Worst Forms of Child
Labour

Please note that the ILO and UN Global Compact logos are used here to illustrate the legal framework that should be respected by our providers and subcontractors. The usage of the logo does not suggest any certification or approval of the Charter by the ILO or United Nations Global Compact..

Annex

THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses.

Labour rights

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labour;
5. The effective abolition of child labour; and
6. The elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

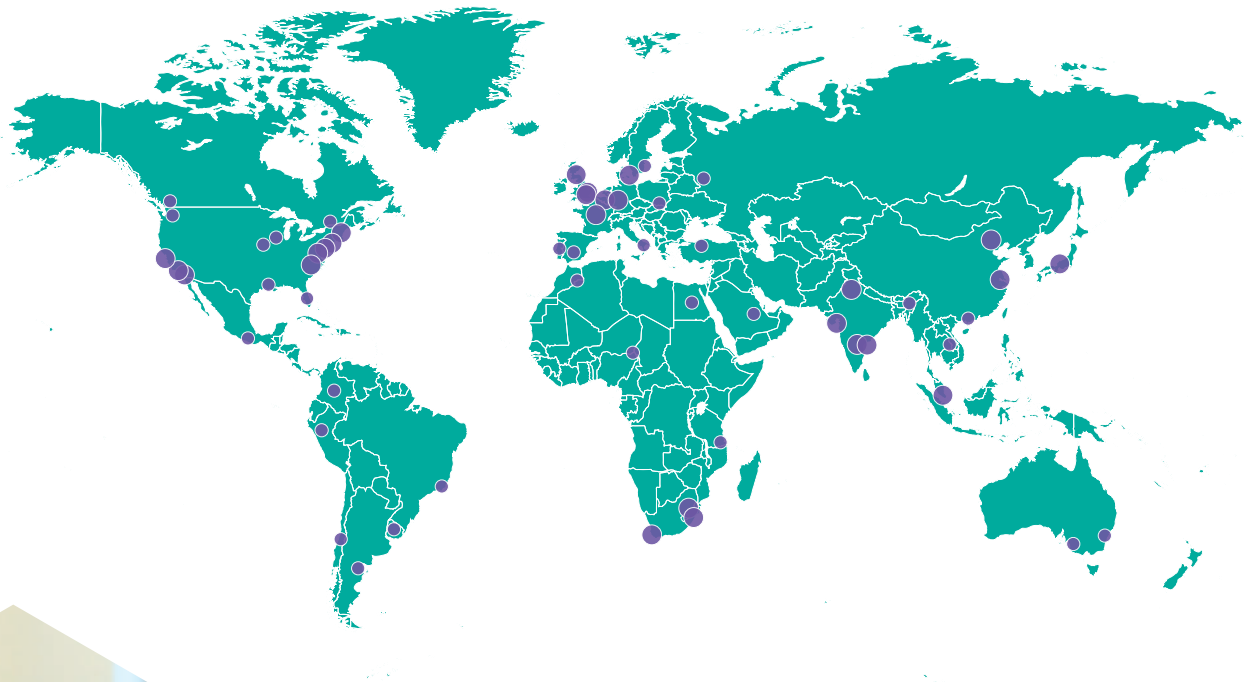
Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.



About **Biocair**

Since 1987 Biocair has built up a unique, client-centric approach by employing scientists in front-line logistics positions and assembling a team of best-in-class industry experts in quality, cold chain and regulatory compliance amongst others. Biocair focuses on providing the most comprehensive service options available whilst delivering flexible, tailored, cost effective logistics solutions to all clients.



For a full list of global offices, visit **www.biocair.com**

Contact your local Biocair representative to discuss how we can support your bioscience logistics



www.biocair.com



enquiries@biocair.com

