



Responsible Sourcing Standard



GMPriority Pharma

Responsible Sourcing Standard

Owner: Procurement & Compliance

Effective Date: April 2026

1. Purpose

At GMPriority Pharma, we operate at the intersection of advanced science, precision manufacturing, and proprietary delivery technologies.

We are committed to building a supply chain that is:

- Ethical
- Traceable
- Scientifically robust
- Environmentally responsible

Our ambition is to partner with organisations who share our commitment to responsible sourcing, ensuring that every component of our supply chain reflects the same standards we apply within our own operations.

We expect our partners to actively contribute to continuous improvement across **People, Business Integrity and Planet.**

This standard defines the minimum expectations required to operate within the GMPriority Pharma supply network.



2. Scope

This Standard applies to:

- Raw material suppliers
- Packaging suppliers
- Contract manufacturers
- Logistics providers
- Any third party contributing to GMPriority Pharma's value chain

Suppliers are expected to apply equivalent standards across their own supply chains.

3. Framework Overview

This Standard is structured across three core pillars:

I. Responsible Business Practices

II. People & Human Rights

III. Environmental Responsibility

These pillars reflect internationally recognised frameworks (UN, OECD, EU due diligence expectations), adapted for GMPriority Pharma's high-performance, regulated environment.

I. Responsible Business Practices

1. Integrity & Ethical Conduct

GMPriority Pharma operates with zero tolerance for:

- Bribery or corruption
- Misrepresentation or unethical conduct
- Misuse of confidential or proprietary information



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Suppliers must:

- Comply with all applicable laws and regulations
 - Maintain transparent, auditable business practices
 - Protect all GMPP intellectual property and confidential data
 - Adhere to GMPP Supplier Code and related policies
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2. Supplier Performance & Continuous Improvement

We expect suppliers to actively participate in performance monitoring and improvement initiatives.

Suppliers must:

- Maintain structured management systems appropriate to their operations
 - Engage in audits, assessments, and data-sharing when required
 - Demonstrate continuous improvement across quality, sustainability, and compliance
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3. Due Diligence & Risk Management

Suppliers must implement robust due diligence processes to:

- Identify risks (ethical, environmental, human rights)
- Assess and prioritise impacts
- Implement mitigation strategies
- Report progress and improvements

This includes:

- Regular risk assessments
- Transparent reporting of issues
- Participation in collaborative improvement initiatives



4. Speaking Up & Reporting

Suppliers must:

- Provide channels for reporting concerns or misconduct
 - Protect individuals who raise concerns from retaliation
 - Escalate any serious breaches impacting GMPP supply or compliance
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II. People & Human Rights

1. Safety, Health & Wellbeing

Suppliers must provide:

- Safe, secure, and compliant working environments
- Appropriate training and protective measures
- Systems to prevent accidents and incidents

A strong safety culture is a non-negotiable requirement.

2. Human Rights

Suppliers must:

- Respect internationally recognised human rights
- Prohibit forced labour, child labour and exploitation
- Ensure fair wages and working conditions
- Respect community and land rights

Suppliers are expected to implement human rights due diligence systems aligned with international best practice.



3. Diversity, Equity & Inclusion

Suppliers must:

- Provide equal opportunities for all employees
- Foster inclusive, respectful workplaces
- Encourage open dialogue and employee voice
- Respect freedom of association

We expect diversity and inclusion to be actively embedded, not treated as a formality.

III. Environmental Responsibility

1. Climate Responsibility

GMPriority Pharma expects suppliers to:

- Measure and manage greenhouse gas emissions
 - Implement reduction strategies aligned with global climate targets
 - Contribute to supply chain decarbonisation efforts
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2. Environmental Management

Suppliers must:

- Operate environmental management systems (e.g. ISO 14001 or equivalent)
- Reduce environmental impact across:
 - Energy use
 - Water consumption
 - Waste generation
 - Resource use



3. Biodiversity & Natural Resources

Suppliers must:

- Avoid sourcing linked to deforestation or ecosystem degradation
 - Implement responsible sourcing practices for natural materials
 - Monitor and mitigate environmental risks across supply chains
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4. Data & Transparency

Suppliers must:

- Provide environmental and sustainability data when requested
- Support product-level transparency (e.g. carbon footprint data where applicable)



4. Governance & Implementation

GMPriority Pharma:

- Maintains oversight of responsible sourcing through procurement and compliance functions
- Conducts periodic reviews, audits, and assessments
- Updates this Standard regularly to reflect regulatory and scientific developments

Non-compliance may result in corrective action, suspension, or termination of business relationships.

5. Additional Requirements for High-Risk Materials

For natural, biologically derived, or high-risk materials, suppliers must:

- Demonstrate traceability to origin
 - Comply with biodiversity and conservation regulations
 - Ensure responsible sourcing practices
 - Provide supporting certifications where applicable
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6. Core Requirements Summary

Suppliers are expected to meet the following principles:

Mandatory (“Must”)

- Legal compliance
- Ethical conduct
- Protection of IP and confidential data
- Implementation of due diligence processes
- Safe working environments
- Human rights compliance
- Environmental management



Expected (“Should”)

- Continuous improvement programmes
 - Advanced sustainability initiatives
 - Contribution to environmental impact reduction
 - Participation in collaborative supplier development
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7. Commitment

By working with GMPriority Pharma, suppliers commit to:

- Operating in alignment with this Responsible Sourcing Standard
- Demonstrating transparency, accountability, and continuous improvement
- Supporting the long-term integrity of GMPP’s supply chain



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Appendix / Legal Annex

A. Intellectual Property Protection

- No reverse engineering of GMPP formulations, processes, or delivery systems
 - No analysis intended to replicate GMPP technologies
 - No unauthorised sampling, replication, or third-party disclosure
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B. No Photography / Recording

Suppliers and visitors must not:

- Take photographs, videos, or recordings within GMPP facilities
 - Capture any process, equipment, or documentation
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C. Data & Process Security

- No unauthorised access to GMPP systems
 - No data extraction, copying, or transfer
 - Strict cybersecurity expectations
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D. Exclusivity / Non-Circumvention

- Suppliers must not replicate GMPP processes for competitors
- No indirect use of GMPP-developed knowledge

