



## Supplier & Partner Code of Conduct



# GMPriority Pharma

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### Introduction

At GMPriority Pharma, we are committed to operating as a trusted, science-led partner across the pharmaceutical, nutraceutical, and advanced delivery systems sectors.

Our work is grounded in precision, innovation, and the protection of intellectual property. We therefore expect all suppliers, partners, contractors, and collaborators to uphold the same high standards of integrity, quality, and responsibility.

This Code defines the principles that govern our relationships and supply chain. It applies to all third parties working with or on behalf of GMPriority Pharma.

We do not expect from our partners anything beyond what we demand of ourselves.

Failure to adhere to this Code may result in termination of business relationships and, where applicable, legal action.

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### Supplier Commitment

By engaging with GMPriority Pharma, you agree to:

- Comply with this Code and all applicable laws and regulations
- Extend these principles throughout your own supply chain
- Promptly disclose any breaches or risks related to this Code
- Implement corrective actions where required
- Declare any actual or potential conflicts of interest



## 1. People

### 1.1 Human Rights

GMPriority Pharma expects all partners to respect and uphold internationally recognised human rights.

This includes:

- Zero tolerance for forced labour, child labour, or modern slavery
- Fair compensation aligned with living wage principles
- Respect for communities, land rights, and local stakeholders

We believe ethical supply chains are fundamental to credible scientific and commercial outcomes.

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### 1.2 Diversity, Equity & Inclusion

We expect all partners to actively foster inclusive and respectful working environments.

This includes:

- Zero tolerance for discrimination, harassment, or bullying
- Equal treatment regardless of gender, identity, race, background, or beliefs
- Encouraging open dialogue and employee voice
- Protecting individuals who raise concerns in good faith

Innovation in advanced science depends on diverse thinking and psychologically safe environments.

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### 1.3 Safety, Health & Wellbeing

All partners must maintain safe, secure, and healthy working environments.

This includes:

- Strong safety protocols in laboratories, manufacturing, and logistics
- Protection of both physical and mental wellbeing
- Compliance with all relevant health, safety, and environmental regulations



## 2. Business Integrity

### 2.1 Ethical Conduct

All business must be conducted:

- Honestly, transparently, and in full compliance with applicable laws
- Without misrepresentation, abuse of power, or unfair practices

Commitments must be honoured, and contractual obligations fulfilled.

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### 2.2 Protection of Intellectual Property & Confidential Information

Given the proprietary nature of GMPriority Pharma's technologies (including formulations, delivery systems, and processes), strict confidentiality is essential.

Partners must:

- Protect all intellectual property and proprietary information
- Not disclose or use confidential information without explicit authorisation
- Implement appropriate cybersecurity and data protection measures

Any misuse of IP will be treated as a serious breach.

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### 2.3 Anti-Bribery & Corruption

GMPriority Pharma enforces a zero-tolerance approach to bribery and corruption.

Partners must not:

- Offer, solicit, or accept bribes, kickbacks, or improper payments
- Use gifts or hospitality to influence business decisions

All dealings must remain transparent, ethical, and auditable.

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## 2.4 Fair Competition

Partners must comply with all applicable competition and antitrust laws and must not engage in:

- Price fixing or collusion
  - Abuse of confidential market information
  - Any practice that distorts fair competition
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## 3. Quality & Scientific Standards

### 3.1 Product & Service Quality

All products, ingredients, and services supplied to GMPriority Pharma must:

- Meet agreed specifications and regulatory requirements
- Be manufactured under appropriate quality systems (e.g., GMP where applicable)
- Support the highest standards of safety, efficacy, and consistency

Quality is non-negotiable in a regulated scientific environment.

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### 3.2 Product Stewardship

Partners must provide clear, accurate information regarding:

- Product safety
  - Handling and storage requirements
  - Environmental and health impacts
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### 3.3 Business Continuity

Partners are expected to maintain resilience in operations, including:

- Appropriate licensing and regulatory compliance
- Business continuity planning
- Supply chain risk mitigation



#### 4. Responsible Sourcing & Compliance

Partners must:

- Source materials responsibly and transparently
  - Comply with all trade laws, export controls, and regulatory frameworks
  - Avoid any involvement in restricted or prohibited transactions
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#### 5. Environmental Responsibility

GMPriority Pharma expects partners to operate with environmental responsibility and scientific accountability.

This includes:

- Reducing environmental impact through efficient use of energy and materials
- Minimising waste and supporting circular economy principles where possible
- Managing water usage responsibly
- Supporting sustainable sourcing practices

We value partners who actively contribute to reducing the environmental footprint of advanced pharmaceutical production.

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#### 6. Reporting & Accountability

Partners must:

- Provide channels for employees to raise concerns safely
- Protect whistleblowers from retaliation
- Cooperate fully with any investigations

GMPriority Pharma reserves the right to audit compliance with this Code.



## 7. Continuous Improvement

We expect our partners to continuously improve their practices in:

- Ethical standards
- Quality systems
- Environmental performance
- Workforce wellbeing

## Conclusion

At GMPriority Pharma, we operate at the intersection of science, innovation, and trust.

Our partners play a critical role in maintaining the integrity of our technologies, our products, and our reputation.

Alignment with this Code is not only a requirement, it is fundamental to building long-term, high-value partnerships.

## Acknowledgement

By entering into a business relationship with GMPriority Pharma, you confirm your commitment to this Code and to operating in alignment with its principles.



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