

A photograph of two construction workers in safety gear (hard hats and high-visibility vests) working on a large, white, curved panel in a building under construction. The workers are positioned in the lower-left foreground, looking towards the panel. The panel is suspended by a green crane arm. The background shows the steel framework of the building's roof and upper walls. The text "SUPPLIER CODE OF CONDUCT" and "BIONTECH" is overlaid in the center of the image.

# SUPPLIER CODE OF CONDUCT

BIONTECH

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# A.

# GENERAL PRINCIPLES

## Introduction

As part of our commitment to the principles set out in the BioNTech Code of Business Conduct & Ethics, we expect our business partners to adhere to comparable standards within their own operations and business relationships.

Expectations set out in this Supplier Code of Conduct (“Code”) are basic requirements for business relationships with BioNTech. All suppliers, including but not limited to business partners, are referred to in this document as “Supplier”.





All requirements in this Code are subject to the following underlying principles:

- **Adhere** to all applicable international and national **laws, regulations, guidelines, industry codes** and **relevant global and local standards**.
- **Operate** in compliance with all globally **required business permits, certificates, licenses, and registrations**.
- Be fully committed and constantly strive to implement and maintain the **highest standards of ethical conduct** in your own business operations and in relationships with any business partners to enable a business environment based on integrity, responsibility, and transparency.
- Have **adequate financial resources** to ensure business continuity and maintain financial solvency.
- **Strive to continuously improve operations and processes** to fulfil the expectations set out in this Code by setting clear objectives, implementing appropriate action plans, and taking necessary corrective and preventive action.
- **Ensure an adequate level of business continuity** during disruptive events, in particular: preventive measures, appropriate response and recovery plans as well as adequate testing of those plans.
- **Maintain and provide evidence of business liability insurance** with at least the minimum level of coverage required for the relevant individual or legal entity and its officers and employees to cover any loss, damage, or injury that BioNTech, its officers or employees or suppliers may incur as a result of the sale/delivery of goods or provision of services.
- Have a **training program** that ensures an appropriate level of knowledge, skills and qualifications of managers and employees to meet the expectations set out in this Code or similar expectations. Allow BioNTech to establish its own training programs, if necessary, and ensure participation of your managers and employees.
- **Inform BioNTech in writing** of any relevant changes (change of ownership, relocations, significant process changes).
- **Comply with the terms** stipulated in this Code to the extent legally applicable to such Supplier.

## COMPLIANCE – BioNTech’s ETHICS CONTACT POINT:

As a Supplier to BioNTech, you are expected to:

- **Establish and maintain effective grievance mechanisms** that support and empower your employees to report concerns (including relating to the principles set out in this Code) or illegal activities in the workplace without risk of retaliation, intimidation, or harassment.
- **Conduct investigations** as necessary and take corrective action. Follow up on matters being reported. Each report of potential misconduct is systematically analyzed to determine whether it warrants further investigation.
- **Report to BioNTech any suspicion of potential or actual violation** of the requirements defined by this Code. The report can be made via the BioNTech Ethics Contact Point, which also offers anonymous reporting (<https://biontech.gan-compliance.com/p/Case>).
- **Disclose any relevant potential, perceived, or existing conflict of interest** to BioNTech immediately upon obtaining knowledge about such conflicts.



# B. GOVERNANCE



## MANAGEMENT SYSTEMS

As a Supplier to BioNTech, you are expected to:

- **Operate** appropriate management systems and effective governance structures to **manage the risks** described in this Code and **ensure compliance** with its expectations.
- **Allocate appropriate resources** for the implementation of the concepts described in this Code.
- **Maintain appropriate documentation** to comply with applicable laws and regulations and document the measures outlined in this Code.

## AUDITS AND MITIGATION

**BioNTech shall have the right to audit the Supplier's records and facilities** related to the provision of the goods or services to ensure the Supplier's compliance with the requirements of this Code. Such audits may be conducted by BioNTech or its authorized representatives at reasonable times during normal business hours upon provision of reasonable written notice to the Supplier:

- When there is a **concern**, BioNTech's practice is to work with the Supplier. We may be able to help determine possible improvements.
- However, when an issue cannot be corrected or a Supplier is unwilling to engage, BioNTech reserves the **right to end the relationship**.
- The Supplier is expected to cooperate in **verifying the effectiveness** of preventive and remedial measures.

## STANDARDS TOWARDS YOUR OWN BUSINESS PARTNERS

As a Supplier to BioNTech, you should:

- **Select your own business partners and sub-contractors** solely on the basis of objective and fair criteria that are not influenced by conflicts of interest or other unlawful, improper, personal, or unethical considerations and avoid any appearance of such influence.
- **Consider environmental, social and governance (ESG) risks** when selecting and contracting with new suppliers and sub-contractors.
- **Require your own suppliers and sub-contractors to comply** with the principles set out in this Code or similar principles in a legally binding manner and to systematically integrate and document this commitment.





# C.

## QUALITY & SECURITY

### QUALITY

Ensuring the quality, efficacy, and safety of our products through their whole lifecycle (from development, through clinical studies, clinical and commercial manufacturing, and post-marketing activities) is essential for BioNTech. Therefore, as a Supplier to BioNTech, you are expected to:

- Have a **quality management system** in place to meet respective quality and safety requirements as set out in applicable laws, regulations, and standards relevant to the products or services provided and applicable for its intended use at BioNTech.
- Continuously **maintain and improve your own established quality management system** to comply with and monitor compliance to the above-mentioned principles.
- Ensure that the product has been manufactured or that the service has been provided in **compliance with the above-mentioned principles and in accordance with the contractual obligations.**

## SUPPLY CHAIN AND FACILITY SECURITY

As a Supplier to BioNTech, you are expected to:

- **Maintain a safe and secure supply chain** by supplying genuine products and materials produced with diligent controls, required authorization and according to requirements specified by or agreed with BioNTech.
- **Take measures to ensure the security and integrity** of the supply chain, including but not limited to measures for anti-tampering, anti-counterfeiting, and product serialization requirements.
- **Meet established security requirements**, including compliance with regulations of the countries where products produced for BioNTech may be sold.
- Where appropriate, **demonstrate a commitment** to supply chain security standards by pursuing certifications, accreditations (for example TAPA and/or AEO) or security declarations.
- **Have appropriate and documented** organizational, technical, and personal **security measures in place** to properly protect information and other assets against criminal threats, unauthorized access, and other incidents.
- **Ensure that deployed security personnel**, public or private, do not use excessive force, torture, or impair the right to organize.
- **Immediately report** any security incidents in which assets with relevance to BioNTech were at risk or might have been compromised to [security@biontech.de](mailto:security@biontech.de)

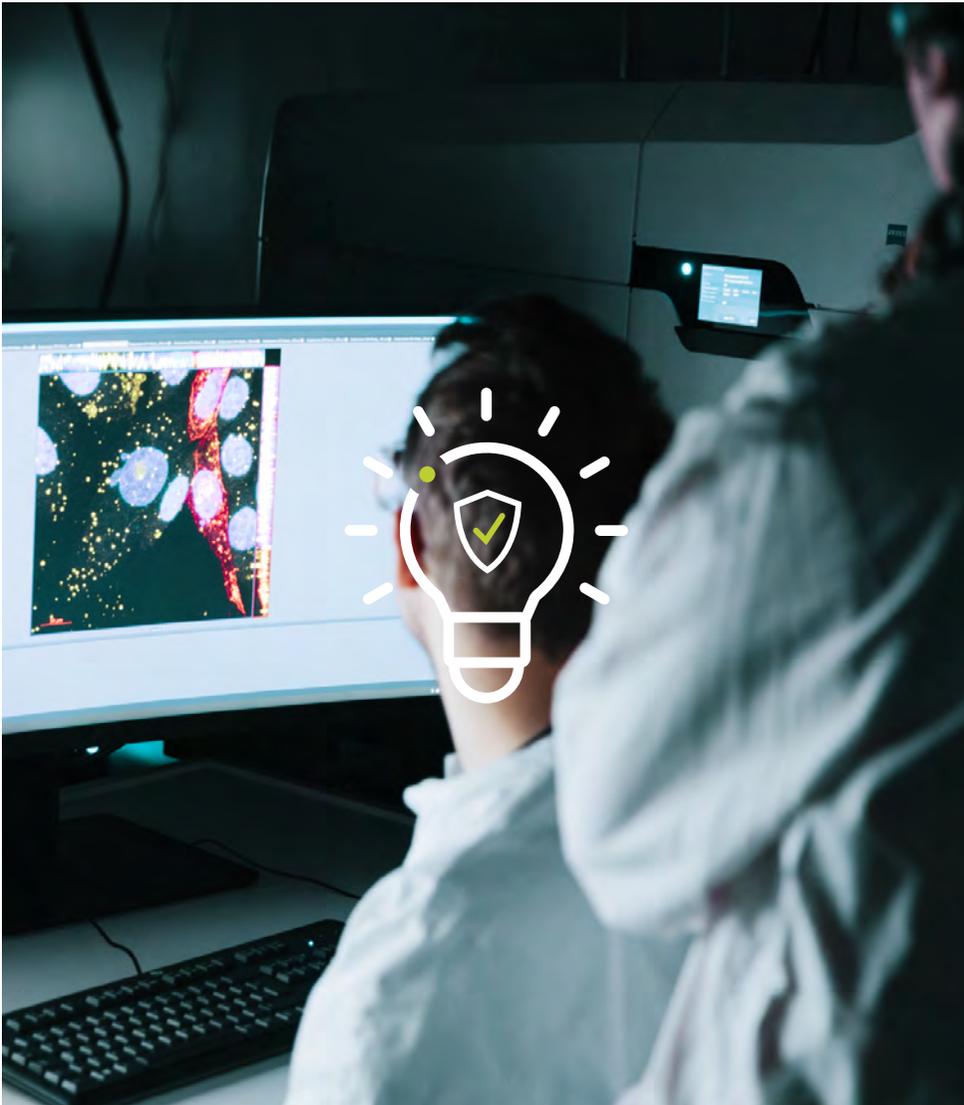




## CYBER & INFORMATION SECURITY

As a Supplier to BioNTech, you are expected to:

- **Adhere to all relevant standards and regulations** with respect to cyber and information security, such as the B3S, and any standards or regulations required by BioNTech.
- **Ensure** that the **cyber and information security measures** are appropriate to the requirements of the information, networks and manufacturing activities concerned, as relevant, including, but not limited to:
  - implementing appropriate policies on risk analysis and information system security and incident handling,
  - carrying out cybersecurity training for relevant staff, and implementing human resources security and policies; and
  - carrying out regular assessments of the effectiveness of cyber and information security arrangements
- Ensure **adequate processes and effective technical security controls are in place to protect BioNTech information and networks used in connection with manufacturing and other commercial activities from misuse, interference, loss, damage or disruption and unauthorized access, modification, and disclosure.**
- **Report security incidents to [ITSec@biontech.de](mailto:ITSec@biontech.de) immediately upon detection**, and inform on engaged remedies.
- **Impose obligations** substantially similar to those contained in this subsection **in any agreements with suppliers or subcontractors** that handle, engage with, or have access to BioNTech's information, network, or manufacturing activities.



## INFORMATION PROTECTION AND INTELLECTUAL PROPERTY

As a Supplier to BioNTech, you are expected to:

- **Properly handle sensitive information, including confidential and proprietary, and information.** Information should not be used for any purpose (e.g., advertisement, publicity, etc.) other than the business purpose for which it was intended, unless there is prior authorization from BioNTech of the information.
- **Protect the confidential and proprietary information of others,** from unauthorized access, destruction, use, modification, and disclosure through appropriate physical and electronic security procedures.
- **Respect and comply with all the laws governing intellectual property rights** assertions, including protection against disclosure, patents, copyrights, and trademarks. Any transfer of technology and know-how shall be carried out in a manner that protects intellectual property rights.
- **Comply with all applicable laws and regulations relating to intellectual property** and will not violate, misappropriate or infringe upon the intellectual property rights of any person or entity, including intellectual property belonging to BioNTech, its customers or other business partners.
- **Only use lawful methods of gathering competitive intelligence** about products that compete with BioNTech's technologies.
- **Impose obligations** substantially similar to those contained in this subsection in any agreements with suppliers or subcontractors that handle, engage with or have access to BioNTech's information and/or activities.

## DATA PROTECTION

As a Supplier to BioNTech, you are expected to:

- **Comply with all data protection laws applicable** to your and BioNTech's organizational units, the requirements of the EU Standard Contractual Clauses (if applicable) as well as BioNTech's required additional safeguards.
- **Protect confidential information** and use personal data and information only in accordance with applicable laws and regulations.
- **Ensure the rights** of the company, employees, and patients in relation to the protection of their personal data.
- **Take necessary measures** to protect BioNTech's confidential information, including personal data received from, or processed by on behalf of, BioNTech and actively prevent loss, misuse, theft, fraud, unauthorized access, disclosure or alteration.
- **Employ** an appropriate information security system.
- **Report** data breaches in a timely manner, if practicable, within 48 hours, to [data.privacy@biontech.de](mailto:data.privacy@biontech.de).

## ANTI-COUNTERFEITING

As a Supplier to BioNTech, you are expected to:

- **Manage risks** such as product-related counterfeit incidents **through monitoring and incident response procedures**. Such events must be reported to BioNTech as soon as there is awareness of the potential counterfeit, and to the relevant regulatory authorities when the incident is confirmed as counterfeit.
- **Report to BioNTech** any offers to supply suspected counterfeit BioNTech products without delay to [security@biontech.de](mailto:security@biontech.de)
- To **isolate and withhold from sale** any such stock that is received.





## ANTI-BRIBERY, ANTI-CORRUPTION, AND ETHICAL DECISION-MAKING

As a Supplier to BioNTech, you are expected to:

- **Base all your business relationships on integrity** by ensuring that business decisions are made objectively, legitimate, ethically and based solely on professional judgement.
- **Prohibit** all forms of **corruption, bribery, embezzlement, and other forms** of illegal, undue, or unethical exploitation, influence, and abuse of power.
- **Avoid** situations where your own **interests conflict or may conflict** with applicable laws or affect BioNTech's compliance with these laws.
- **Refrain** from offering, promising, providing, or accepting **payments, invitations, gifts, or other monetary or non-monetary transfers of value or benefits** to or from your business partners, BioNTech, or private or public officials and other decision-makers (including but not limited to healthcare professionals, such as physicians and pharmacists, or healthcare organizations, such as hospitals and clinics) that are intended or may be perceived to influence (business) decisions or otherwise induce them to act contrary to their lawful or entrusted duties.
- **Abstain** from **facilitation payments** also in countries where they are not legally prohibited in order to actively contribute to eliminating such business practices.



# D. COMPLIANCE & ETHICS

## COMPETITION LAW, ECONOMIC AND TRADE SANCTIONS, AND FAIR COMPETITION

As a Supplier to BioNTech, you are expected to:

- **Not pursue activities that are known to be anti-competitive, abusive, or unfair** (e.g. colluding with competitors, price-fixing and misusing market power such as imposing unfair prices or other sales conditions) and act in accordance with applicable anti-trust and competition laws and regulations.
- **Apply fair business practices**, including accurate and truthful advertising.
- **Comply** with laws and regulations governing the **export and import of goods, products, and services, including those related to economic and trade sanctions. Provide BioNTech** with all relevant information and documents to enable BioNTech to import and export in compliance with applicable laws.
- **Conduct screening of business partners and employees** to ensure that no economic resources are made available to sanctioned companies or persons.

## INSIDER TRADING

As a Supplier to BioNTech, you are expected to:

- **Refrain from engaging in, encouraging or facilitating other persons to engage in insider trading** by not buying or selling securities of BioNTech when in possession of material non-public information, which includes, but is not limited to, information about BioNTech that is not available to the investor audience and that could influence an investors decision to buy or sell such securities.

## BOOKKEEPING AND ACCOUNTING RECORDS

As a Supplier to BioNTech, you are expected to:

- **Maintain** and retain complete **accounting books and records** that accurately document all business transactions and expenses in accordance with applicable laws and regulations.

## TRADE COMPLIANCE

As a Supplier to BioNTech, you are expected to:

- Ensure that goods and materials supplied to BioNTech are **not obtained illegally or unethically**.
- Confirm the implementation of reasonable **due diligence measures** in line with the LBMA, LPPM and OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- **Inform BioNTech** in case of production, purchase, or trade of regulated “conflict minerals” (per the CMRT “conflict minerals reporting template”).

## ANIMAL WELFARE

As a Supplier to BioNTech performing activities involving animals, you are expected to:

- **Always treat animals ethically and respectfully and minimize** pain and stress.
- Refine procedures to **minimize the distress** of laboratory animals.
- **Comply with applicable** animal welfare **laws** and the European Commission’s “Ethics for Researchers” guideline or comparable ethical guidelines for research and development. Animal experiments shall be conducted only in accordance with applicable laws.
- **Examine** all planned **animal experiments with regard to their necessity** and minimize the use of laboratory animals by searching for alternative possibilities. Suppliers are expected to use alternatives to animal testing wherever they are scientifically valid so as not to compromise the quality or safety evaluations of our products and when they are acceptable to the regulatory agencies.



1) [https://ec.europa.eu/research/participants/data/ref/fp7/89888/ethics-for-researchers\\_en.pdf](https://ec.europa.eu/research/participants/data/ref/fp7/89888/ethics-for-researchers_en.pdf)



# E. PEOPLE AND THE ENVIRONMENT

## LABOR & HUMAN RIGHTS

As a Supplier to BioNTech, you are expected to:

- **Act in accordance with internationally recognized and accepted principles and standards** regarding social and environmental responsibility and internationally recognized human rights, including but not limited to the International Bill of Human Rights, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the ten principles of the UN Global Compact and the United Nations Sustainable Development Goals (SDGs).
- If local laws have a lower standard of compliance than international principles and standards, the Supplier is expected to **honor the principles of the higher international standards** to the largest extent possible. If local laws violate a standard mentioned in this Code, this must be reported immediately to the Human Rights Officer of BioNTech at [sustainability@biontech.de](mailto:sustainability@biontech.de)



- **Provide jobs that meet international labor standards**, at least the ILO (International Labor Organization) core labor standards.
- **Not discriminate against workers** directly or indirectly on the basis of gender, political opinion, religion or belief, nationality, ethnic or social origin, age, sexual orientation, marital status, disability, physical appearance, health status or any other aspect of personal status and take active action against all forms of discrimination.
- **Not accept child labor** in accordance with the provisions of the ILO Core Labor Standards as well as relevant laws. **Ensure fair working conditions** and refrain from any form of unethical or illegal working conditions (e.g., harsh and inhumane treatment, sexual harassment, sexual abuse, physical punishment, mental or physical coercion or verbal abuse, any form of slavery, servitude, involuntary prison labor, forced or compulsory labor or human trafficking).
- Ensure workers **do not pay any recruitment fees, deposits or similar** to secure a job or to receive training, tools, or personal protective equipment necessary to safely carry out their jobs.
- Ensure workers are **not required to hand over identity or other legal documents nor personal valuables**, such as wedding rings, etc. If they are required to do so by law, workers should have access to their documents at all times.
- Ensure workers are **able to freely leave their place of work or worker accommodation**.
- Ensure workers have **access to drinking water and sanitation**.
- Ensure that the **wages of workers and sub-contractors meet or exceed the legal minimum standards or appropriate prevailing industry standards**, whichever is higher. Ensure the implementation and adherence to compensation terms established by legally binding collective bargaining agreements and provide all workers with the applicable terms and conditions of employment in writing in accordance with local legislation.
- **Ensure that working hours, holidays and absences of workers and subcontractors respect the laws** of the country where the workers are employed. All overtime work by workers is on a voluntary basis.
- **Ensure the employees' right to rest** is respected and working hours per day/week are limited with an adequate recovery time.
- **Respect the right of employees to organize themselves freely** and, where legally permitted, to form works councils and join or not join any union of their choice to represent them and engage in collective bargaining. It is expected that workers who become involved as workers' representatives will not be discriminated against.
- **Promote and encourage open communication** and direct dialogue with employees to solve problems regarding the working conditions and working place without the threat of retaliation, intimidation, or harassment.



## HEALTH AND SAFETY

As a Supplier of BioNTech, you are expected to:

- **Create a robust health and safety environment** in alignment with up-to-date certifications (e.g., ISO 45001).
- **Support a safe and healthy working environment** for all employees and visitors through an occupational safety system and preventive/protective measures, such as training and instruction.
- **Provide Occupational Risk assessments** of the workplaces of your employees.
- Regularly **ensure safety instructions** at least once a year.
- **Ensure safety instructions** for new employees. Integrate safety aspects in training plans for new employees and new tasks.
- **Provide** and maintain **safety standards** at the workplace, workstation/machinery, and work equipment (e.g. provide appropriate free-of-charge personal protective equipment (PPE)) and perform risk assessments.
- **Implement** measures to **prevent excessive physical and mental fatigue**, in particular through appropriate organization of work in terms of working hours and rest breaks, or adequate training and instruction of employees.
- **Protect employees from overexposure to chemical, biological, and physical hazards, and physically demanding tasks** in the workplace and in worker accommodation provided for them.
- **Have established programs** to prevent or mitigate the **unintended release of chemicals** in the event of a critical situation.
- **Identify and assess emergency situations** in the workplace and in the premises provided by you; minimize their impact by implementing emergency plans and response procedures.
- **Provide individual safety information on hazardous substances** – including pharmaceutical formulations and pharmaceutical intermediates to train, educate and protect employees from hazards.

## ENVIRONMENT AND CLIMATE PROTECTION

As a Supplier to BioNTech, you are expected to:

- Respect the environment & natural resources by:
  - **Having an environmental management system** in place (e.g., ISO 14001).
  - **Act in an environmentally friendly and efficient manner** and minimize adverse impacts on the environment (e.g., natural resources, soil, noise, and emissions).
  - **Preserve natural resources** (e.g. avoid excessive water consumption, protect drinking water), reduce the consumption of resources and avoid the use of hazardous substances wherever possible.
  - **Manage waste** according to the waste hierarchy (prevention before reuse, before recycling, before other recovery before disposal).

- **Have systems in place to ensure safe waste segregation**, handling, storage, transportation, disposal, and traceability of waste. The labelling of waste must be conducted according to applicable legal requirements.
- **Have systems in place to ensure safe handling and discharge of wastewater** as well as pre-treatment of wastewater if necessary.
- **Have systems in place to avoid harmful air emissions.** Unavoidable air emissions should be reduced as much as possible (e.g., by using filters).
- **Have implemented systems to prevent accidental and unintentional spills and leaks of hazardous substances, water-hazardous substances, waste, and other emissions into the environment.**

- Use **energy in a responsible manner by:**
  - **Increasing** the use of renewable energy and improving efficiency.
- **Ensure & demonstrate climate protection by:**
  - **Understanding the Greenhouse Gas (GHG) emissions/carbon footprint** of your own operations & value chain.
  - **Establishing reduction measures** to reduce GHG emissions.
  - Possibly **set GHG emissions reduction targets** – for example, aligned with Science Based Targets Initiative (SBTi) requirements.
  - **Supporting measures** to evaluate climate-related physical risks and corresponding plans to mitigate identified risks.

## LOCAL COMMUNITY

As a Supplier to BioNTech, you are expected to:

- **Respect** the local community and strive to avoid or minimize negative impacts on it.
- **Not engage in or benefit from** any unlawful eviction and unlawful deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person.





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