

UNITED-GUARDIAN, INC.

SUPPLIER CODE OF CONDUCT

At United-Guardian, we are committed to improving our sustainability and working with supply chain partners that share the same vision. We believe by collaborating closely with our suppliers we can ensure that our sustainability goals are reached. We expect our suppliers along with their suppliers and subcontractors to operate in full compliance with applicable laws and regulations as well as adhere to internationally recognized human rights, environmental, social, and corporate governance standards.

To express our expectations, the below Supplier Code of Conduct was established.

Environment & Safety

Suppliers shall comply with all applicable environmental, health and safety laws.

Suppliers shall notify United-Guardian of any FDA, OSHA or other regulatory agency audit or investigation and the results of said audit or investigation and any resulting negative impact on their supply to United-Guardian.

Suppliers shall reduce environmental impacts of operations including natural resource consumption, material sourcing, waste generation, wastewater discharges, air emissions, and prevent accidental releases of hazardous materials into the environment and adverse environmental impacts on the local community.

Suppliers shall use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste.

Suppliers shall minimize negative impact on biodiversity, climate change and water scarcity as well as prohibit unlawful eviction and taking of lands, forests, and waters.

Suppliers shall ensure their operations protect the health and safety of employees, suppliers, customers, neighbors, and general public.

Product Quality

Suppliers shall ensure the use of appropriate management systems to provide products that meet quality and safety standards.

Suppliers shall promptly report quality issues, quality concerns or quality nonconformities on materials that were supplied to United Guardian in error or if a latent issue was detected after the material was shipped.

Suppliers shall communicate changes to products, process, and/or service with United-Guardian. Minor changes require prior notification and major changes require prior approval from United-Guardian.

Social Responsibility

Suppliers shall support the protection of internationally recognized human rights.

Suppliers shall not engage in any kind of forced labor, including, but not limited to, modern slavery, human trafficking, and child labor or inputs produced using any such labor.

Suppliers shall treat their employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse, or inhumane treatment of anyone. Any discrimination to an individual's ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law is prohibited.

Suppliers shall recognize the right of their workforce to form and/or join unions and bargain collectively and not retaliate or discriminate against any one person choosing to exercise their rights.

Suppliers shall comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.

Governance and Ethics

Suppliers shall not violate antitrust and competition laws in the countries in which they operate. Suppliers must operate fairly, not engage in price fixing, price discrimination, or unfair trade practices.

Suppliers shall prohibit all types of bribery, corruption, and money laundering.

Suppliers shall enable employees and other stakeholders to report concerns or potentially unlawful practices in the workplace to the Supplier, United-Guardian, and/or appropriate government authority.

Suppliers shall be required to establish a security system to protect the information of their customers and employees from being disclosed, changed, destroyed, or used for any purpose other than the purpose for which it was provided.

Suppliers shall implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

Suppliers shall establish training measures to ensure managers and employees have the appropriate level of knowledge to understand the content in this Supplier Code of Conduct, as well as any applicable laws, regulations, and recognized standards.

Suppliers shall sign and comply with the terms and conditions of all purchase orders, contracts, General Terms and Conditions of United Guardian which is presented from time to time.

Compliance Statement

United-Guardian may ask suppliers to verify their compliance with the above-mentioned standards and request corrective action at Supplier’s expense if there is a reason for concern. United-Guardian requires that you enforce this code or a similar code with your suppliers throughout your Supply Chain.

Please complete and sign below to indicate compliance with United-Guardian’s Supplier Code of Conduct.

Company Name:	
Supplier Representative:	
Title:	
Signature:	
Date:	
Email Address:	