

	Code of Business Ethics		
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LIFE SCIENTIFIC LIMITED

CODE OF BUSINESS ETHICS



INTRODUCTION: ABOUT LIFE SCIENTIFIC

At Life Scientific, we put farmers first.

We create effective and affordable plant protection products that deliver identical quality and safety.

We are a team of highly experienced scientists who share the goal of more sustainable food production.

We navigate complex chemistry and regulatory requirements to offer farmers and growers generic plant protection products that are safe and efficient. Innovation is at the heart of everything we do.

Our holistic approach and smart working practices ensure our products stand up to the most rigorous scientific and regulatory standards.

We have worked together as an organisation to define our values; they are at the heart of everything we do. Our customers always come first. We view all our suppliers, providers, and distributors as partners in our efforts to serve our customers.

At Life Scientific we know we have the chance to make a real difference in the world – helping produce safer, higher yielding, and more affordable food for everyone – but understand that making a difference shouldn't be done at the planet's expense. That's why sustainable working practices and maintaining the environment are extremely important to us.

“Sustainable Development” is a globally accepted approach to sustaining economic growth without harming our planet or exhausting its resources while improving the quality of life for its current and future inhabitants. At Life Scientific, we understand that sustainability can significantly contribute to any company's success and safeguard its future development.

We continuously seek to modify operations and strategies to meet the Ten UN Global Compact Principles in the areas of human rights, labor, environment, and anti-corruption.

We support the voluntary Responsible Care initiative of the chemical industry, according to which companies work together to continuously improve their health, safety, and environmental performance.

This Policy considers these well-established principles of sustainability:

- Sustainability is a key element of Life Scientific's values and leadership principles
- Life Scientific's Human Rights Position underscores its efforts to uphold internationally recognised principles in human rights and working conditions.
- The Life Scientific Employee Handbook and Dignity at Work Policy outlines key areas where the ethically and legally compliant behavior of Life Scientific's employees is of utmost importance for the company's well-being.

All these activities demonstrate how we at Life Scientific assume responsibility concerning social, ecological, and ethical standards and put into practice the principles of sustainable development in our daily operations.

We expect all of our partners to share the principles expressed in this Policy which comprise an important component of supplier selection and evaluation.

This Code of Business Ethics Policy is made available to our partners to strengthen our mutual understanding of how sustainability should be practiced in day-to-day business.

Life Scientific Values

- Customer Focus
- Engagement
- Partnership
- Entrepreneurial Spirit
- Respect



Signed:

Date: 02/10/2024

Christine Roberts

Position: *Chief Supply Chain Officer*

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1. Ethics

Life Scientific conducts business in an ethical manner and acts with integrity, while complying with all applicable laws and regulations. To meet social responsibilities, Life Scientific partners are expected to conduct their business in an ethical manner and act with integrity. Ethical requirements include the following aspects:

Business Integrity

Partners are expected not to practice or tolerate any form of corruption, extortion or embezzlement. Partners will not offer or accept bribes or other unlawful incentives to their business partners. Partners are expected not to offer Life Scientific employee's gifts or any other kind of personal benefit resulting from their relationships with the Partners.

Fair Competition

Partners will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws.

Privacy & Intellectual Property

Partners will safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

Identification of Concerns

Partners will provide means for their employees to report concerns or potentially unlawful activities in the workplace. Any report should be treated in a confidential manner. Partners will investigate such reports and take corrective action if needed.

2. PRODUCT QUALITY AND SAFETY

At Life Scientific, quality is everyone's responsibility. Life Scientific works with Toll Manufacturers in Europe and the US to realise our products in line with Life Scientific Specifications. We do not own or operate any plant. We purchase and provide active ingredients to our partners and commit to providing Safety Data Sheets for any materials provided.

Life Scientific Regulatory Department issues Safety Data Sheets for the Formulated Product in accordance with the regulations of the country of marketing in the local language and English. Product Composition, packaging, and labels are registered with the relevant authorities. Product approvals and registrations are maintained.

Our Research and Development Team ensures the stability of the formulation and generates studies to support shelf life. We source active ingredients of the highest quality, ensuring that our products are the best and safest they can be.

Life Scientific products must comply with the regulations in force in the country where they are marketed.

2.1 Product Analysis

Our partners in manufacturing must analyse, and report (COA) testing results on Life Scientific Products to assure product Quality and must not release any material to Life Scientific Supply Chain which does not meet Life Scientific registered specifications.

2.2 Quality and Traceability - Materials Purchased for Life Scientific Products

Life Scientific requires that all materials, packaging, and components purchased by our partners for inclusion in Life Scientific Products must:

- Meet documented specifications for Quality.
- Have appropriate expiry.
- Be fully traceable. (COA and documentation to be retained for 5 years)
- Be stored and handled correctly.

2.3 Packaging

Life Scientific ensures packaging design for its products meets the requirements for the transport of dangerous goods.

Life Scientific and its partners commit to:

- maintaining regulatory knowledge applicable to its products and packaging.
- Regularly reviewing risks associated with products and packaging and take appropriate actions.

3. SOCIAL- Consideration of humans and our interdependencies

3.1 Human Rights, Labour Laws, and Child Labour.

We promote and protect human rights, and we expect the partners' practice to comply with these principles.

Life Scientific is committed to compliance with all applicable labour laws (local, national, and international) in the countries where it operates.

Our partners are expected to protect the human rights of their employees and to treat them with dignity and respect. This includes the following aspects:

Fair Treatment

Partners will provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.

Working Hours, Wages and Benefits

Working hours for Partners' employees will not exceed the maximum set by the applicable national law. Compensation paid to employees will comply with applicable national wage laws and ensure an adequate standard of living. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure will not be permitted (this does not exclude the entitlement of damages on a contractual or legal basis). Partners' employees will be paid in a timely manner. It is recommended that Partners offer their employees ample training and educational opportunities.

Freedom of Association

Partners will be committed to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, Partners will respect the rights of their employees to associate freely, join labor unions, seek representation, join works councils and engage in collective bargaining. Partners will not disadvantage employees who act as workers' representatives.

Child Labor Avoidance

Partners will avoid any sort of child labor in their business operations. The term "child" refers to any person under the age of 15 (or 14 according to the applicable local laws), or under the minimum age for completion of compulsory education, or under the minimum age for employment in any particular country, whichever is the highest. Employees under the age of 18 should not perform hazardous work.

Freely Chosen Employment

Forced, bonded or indentured labor or involuntary prison labor will not be utilized by the Partners.

Non-Discrimination

Equal treatment of all employees will be a fundamental principle of the supplier's corporate policy. No employee will be unfairly disadvantaged, favored or ostracized because of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, HIV/AIDS or parental status. Partners will ensure that their employees are not harassed in any way.

3.2 Equality, Diversity, Inclusion and Dignity.

Life Scientific is committed to creating an environment that promotes equality and dignity at work. We are committed to treating all employees, customers, and business contacts equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race, or membership in the traveller community.

We expect our Partners to respect these principles and ensure that their practices reflect this.

4. HUMAN HEALTH AND SAFETY

4.1 Health and Safety

Life Scientific takes appropriate precautions to ensure the Health and Safety of staff, collaborators, and visitors within its facilities. Our site Health and Safety Statement details our commitment.

Life Scientific provides an Employee Assistance Programme (EAP). This service provides confidential support for employees and managers, dealing with everything from staff welfare to stressful work incidents.

Although we do not operate a plant, we work on a Laboratory Scale with hazardous materials and regularly assess and address within this environment. We provide all necessary PPE and training to assure the safety of our staff, visitors, and collaborators.

All contractors and visitors to the Laboratory are accompanied by a Life Scientific Staff member.

Life Scientific expects equivalent measures from its partners for the protection of staff, Employees should not be subject to dangerous working conditions. They should have safe, healthy, and hygienic working conditions.

Partners are expected to provide a safe and healthy working environment and to operate in an environmentally responsible and efficient manner. Partners will integrate quality into their business processes. This comprises the following aspects:

Quality Requirements

Partners will meet generally recognized or contractually agreed quality requirements to provide goods and services that consistently meet Life Scientific's needs, perform as warranted and are safe for their intended use.

Health, Safety, Environmental and Quality Regulations

Partners will comply with all applicable quality, health, safety and environmental regulations. All required permits, licenses and registrations will be obtained, maintained and kept up-to date. Partners will fulfill their operational and reporting requirements.

Product Safety Material

Safety data sheets containing all necessary safety-relevant information will be made available by Partners for all hazardous substances and will be provided to Life Scientific and other parties in case of a legitimate need.

Occupational Health and Safety

Partners will protect their employees from any chemical, biological and physical hazards and physically demanding tasks in the workplace as well as from risks associated with any infrastructures used by their employees. Partners will provide appropriate controls, safe work procedures, preventative maintenance, and necessary technical protective measures to mitigate health and safety risks in the workplace. When hazards cannot be adequately controlled by these means, Partners will provide employees with appropriate personal protective equipment.

Process Safety

Partners will have safety programs in place for managing and maintaining all their production processes in accordance with the applicable safety standards. Partners will address product-related issues and their potential impact during all stages of the production process. For hazardous installations the supplier will conduct specific risk analyses and implement measures that prevent the occurrence of incidences such as chemical releases and/ or explosions.

Emergency Preparedness, Risk Information and Training

Partners will make available safety information on identified workplace risks and Partners' employees will be correspondingly trained to ensure they are adequately protected. Partners will identify and assess likely and potential emergency situations in the workplace and minimize their impact by implementing emergency plans and response procedures.

Waste and Emissions

Partners will have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any of these activities which have the potential to adversely impact human or environmental health will be appropriately managed, measured, controlled and treated prior to release of any substance into the environment. Partners will have systems in place to prevent or mitigate accidental spills and releases into the environment

Resource Conservation and Climate Protection

Partners are expected to use natural resources (e.g. water, sources of energy, raw materials) in an economical way. Negative impacts on the environment and climate will be minimized or eliminated at their source or by practices such as the modification of production, maintenance and facility processes, material substitution, conservation, recycling and material reutilization. Partners will

engage in the development of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.

5. ENVIRONMENT

5.1 Commitment to the Environment

Our identical generic solutions comply with the highest regulatory standards making sure they are safe for human use, the environment, and biodiversity alike.

Where applicable we ensure any palm oil used in our products is RSPO certified.

We develop our products based on processes, practices, and materials, that avoid, reduce, and control pollution wherever possible and reduce, recycle, and dispose of all waste safely and responsibly.

Life Scientific is committed to the recovery and recycling programs for packaging of plant protection products.

Life Scientific contributes to the Plastic Packaging Tax in the UK and we are licensed trademark users of the following initiatives throughout Europe:

- PAMIRA® in Germany 
- A.D.I.Valor in France 
- SIGFITO in Spain 

5.2 Green Logistics

Life Scientific is developing a framework for green logistics with a view to reducing the carbon footprint in the Supply Chain.

Life Scientific expects its partners to take steps to protect and preserve our natural world and minimise activity that could contribute to climate change.

They should make an ethical commitment to the environment by:

- Reducing carbon emissions
- Preserving water
- Recycling
- Conserving energy.

6. BUSINESS CONDUCT

6.1 Protection of Personal Data

Life Scientific ensures the protection of personal data in compliance with the General Data Protection Regulation (Regulation (EU) 2016/679).

We expect our Partners to be familiar with the provisions applicable to them.

6.2 Management Systems

Partners are expected to implement management systems to facilitate adherence to all applicable laws and to promote continual improvement with respect to the expectations set forth in this Supplier Code of Conduct. This includes the following aspects:

Legal and Other Requirements

Partners will comply with all applicable laws, regulations, contractual agreements and generally recognized standards.

Communication of Sustainability Criteria in Supply Chain

Partners will communicate the principles set forth in this Supplier Code of Conduct to their supply chain.

Commitment and Accountability

Partners are encouraged to fulfill the expectations set forth in this Supplier Code of Conduct by allocating appropriate resources.

Risk Management

Partners are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and all applicable legal requirements.

Documentation

Partners are expected to develop adequate documentation to demonstrate that they share the principles and values expressed in this Supplier Code of Conduct. This documentation may be reviewed by Life Scientific upon mutual agreement.

Training and Competency

Partners will establish appropriate training measures to allow their managers and employees to gain an appropriate level of knowledge and understanding of this Supplier Code of Conduct, the applicable laws and regulations and generally recognized standards.

Continuous Improvement

Partners are expected to continuously improve their sustainability performance by implementing appropriate measures.