

RESPONSIBLE
PURCHASING CHARTER



MOVING **SCIENCE** FORWARD



Our Commitment to Responsible Purchasing

At Biocair, we aim to be the reference player in sustainable delivery within the pharmaceutical, biotechnology, and life sciences sectors.

As part of our sustainability commitments, and through our membership in the United Nations Global Compact via GeoPost, we uphold the principles of human rights, international labor standards, environmental responsibility, and anti-corruption across our operations and supply chain.

We confirm adherence to international principles, including the International Bill of Human Rights, International Labour Organization (ILO) Conventions, UN Guiding Principles, and the Sustainable Development Goals (SDGs).

Our Employee Code of Conduct sets out the behaviours expected from our employees in this respect while they perform their professional duties.

As a responsible logistics company, we extend this commitment to our suppliers and service providers, expecting them to uphold these same values in a spirit of collaboration and mutual responsibility.

We expect our suppliers and providers to do the same and conduct their business in an ethical and responsible manner.

This Charter outlines these principles for joint implementation by Biocair and its suppliers and service providers, as part of a responsible and committed contractual relationship. It is intended to apply to any company that provides goods or services to Biocair including transport services providers.

We encourage our suppliers and service providers to work with us by:

- ✓ Complying with applicable laws and regulations.
- ✓ Adhering to all the principles set out in the Charter.
- ✓ Ensuring compliance with principles set out in the Charter throughout their own value chains.



Vincent Howard
Chief Executive Officer, Biocair

OUR EXPECTATIONS FROM SUPPLIERS & SERVICE PROVIDERS

1. Ethical & Social Responsibility

✓ **Respect Human Rights** – Suppliers must uphold human rights, prohibit modern slavery, forced labor, and discrimination, and promote diversity, equity, and inclusion.

✓ **Fair Labor Practices** – Compliance with labor laws, including fair wages, working conditions, and the right to collective bargaining.

✓ **Safe & Healthy Workplaces** – Prioritize occupational health, safety, and well-being for all employees.

✓ **Diversity, Equity and Inclusion** – Refrain from using any form of discrimination and promote equal treatment, diversity, equity and inclusion in the workplace.

✓ **Act** – Identify, assess and mitigate risks of human rights violations related to your business activity.



2. Environmental Responsibility

✓ **Environmental Risk Management** – Identify, assess, and mitigate environmental risks related to business activities.

✓ **Carbon Footprint Reduction** – Implement measures to reduce CO2 emissions, greenhouse gases, and waste production.

✓ **Sustainable Practices** – Encourage the use of eco-friendly materials, energy efficiency, and responsible waste management.

✓ **Act** – Identify, assess and mitigate environmental risks related to your business activity, with a view to reducing CO2 emissions, air pollutant emissions and waste production.

3. Business Integrity & Compliance

✓ **Fair Competition & Anti-Corruption** – Maintain ethical business practices, prevent conflicts of interest, and comply with anti-corruption regulations.

✓ **Data Protection & Confidentiality** – Ensure compliance with privacy laws and protection of Biocair’s and clients’ intellectual property.

✓ **Transparency** – Report any risks or non-compliance issues through Biocair’s whistleblowing system.

✓ **Accountability** – Report to Biocair any risk of a conflict of interest (personal, financial or otherwise) with a Biocair employee that you believe could influence or appear to influence the independent, impartial and objective exercise of their professional activities.

SUPPORTING OUR SUPPLIERS

To facilitate compliance with this charter, Biocair provides:

 **Training & Guidance** – Resources and workshops to help suppliers align with sustainability expectations.

 **Collaboration & Continuous Improvement** – Regular engagement sessions to support best practices.

 **Recognition & Incentives** – High-performing sustainable suppliers may qualify for Biocair’s Preferred Supplier Program.



IMPLEMENTATION & MONITORING

 **Audits & Assessments** – Suppliers agree to participate in audits to ensure alignment with sustainability principles.

 **Corrective Action Plans** – In case of non-compliance, suppliers must implement agreed improvement plans.

 **Disclosures & Compliance** - Suppliers must immediately report any requests to breach the Charter. They must also disclose any past or ongoing allegations or legal proceedings related to bribery, corruption, tax evasion, or labour laws.

 **Whistleblowing System** – A confidential reporting mechanism for suppliers to flag concerns related to human rights, ethics, and sustainability.

Biocair reserves the right to terminate relationships with suppliers who fail to

meet these standards despite corrective measures.

A SHARED RESPONSIBILITY

By signing this charter, suppliers commit to:

- aligning with Biocair's sustainability vision
- fostering a responsible and ethical supply chain
- preventing bribery, facilitation payments, and unethical employment practices
- communicating these principles to their own employees and subcontractors
- disclosing any legal proceedings or known compliance risks

Together, we can drive positive environmental and social impact in the life sciences logistics sector.

ACKNOWLEDGMENT & SIGNATURE

Company Name:

Signatory Name & Position:

Email:

Signature:

Date:

APPENDIX 1

The 8 Fundamental Conventions of the International Labour Organization (ILO)



Convention No. 29 of 1930 on
Forced Labour

Convention No. 105 of 1957 on
the Abolition of Forced Labour

Convention No. 87 of 1948
on the Freedom of
Association and the
Protection of the Right to
Organize.

Convention No. 111 of 1958
on Discrimination
(Employment and
Occupation)

Convention No. 98 of 1949
on the right to Organize
and Collective Bargaining

Convention No. 138 of 1973
on the Minimum Age

Convention No. 100 of 1951 on
Equal Remuneration

Convention No. 182 of 1999
on the Worst Forms of
Child Labour



APPENDIX 2

The 10 Principles of the United Nations Global Compact

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human rights abuses.

Labor rights

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labor.
5. The effective abolition of child labor.
6. The elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

APPENDIX 3

The United Nations Sustainable Development Goals



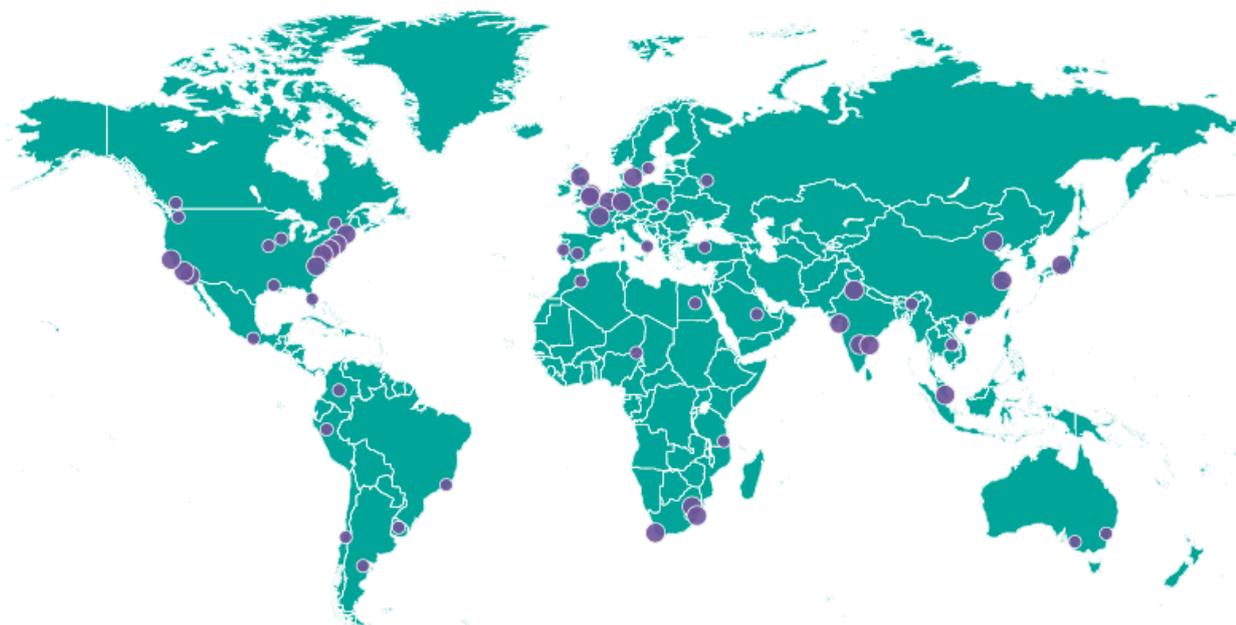
SUSTAINABLE DEVELOPMENT GOALS



Please note that the ILO, UN Global Compact and SDG logos are used here to illustrate the legal framework that should be respected by our suppliers and service providers. The usage of the logo does not suggest any certification or approval of the Charter by the ILO or United Nations Global Compact..

About Biocair

Since 1987 Biocair has built up a unique, client-centric approach by employing scientists in front-line logistics positions and assembling a team of best-in-class industry experts in quality, cold chain and regulatory compliance amongst others. Biocair focuses on providing the most comprehensive service options available whilst delivering flexible, tailored, cost effective logistics solutions to all clients.



For a full list of global offices, visit www.biocair.com



www.biocair.com



enquiries@biocair.com

