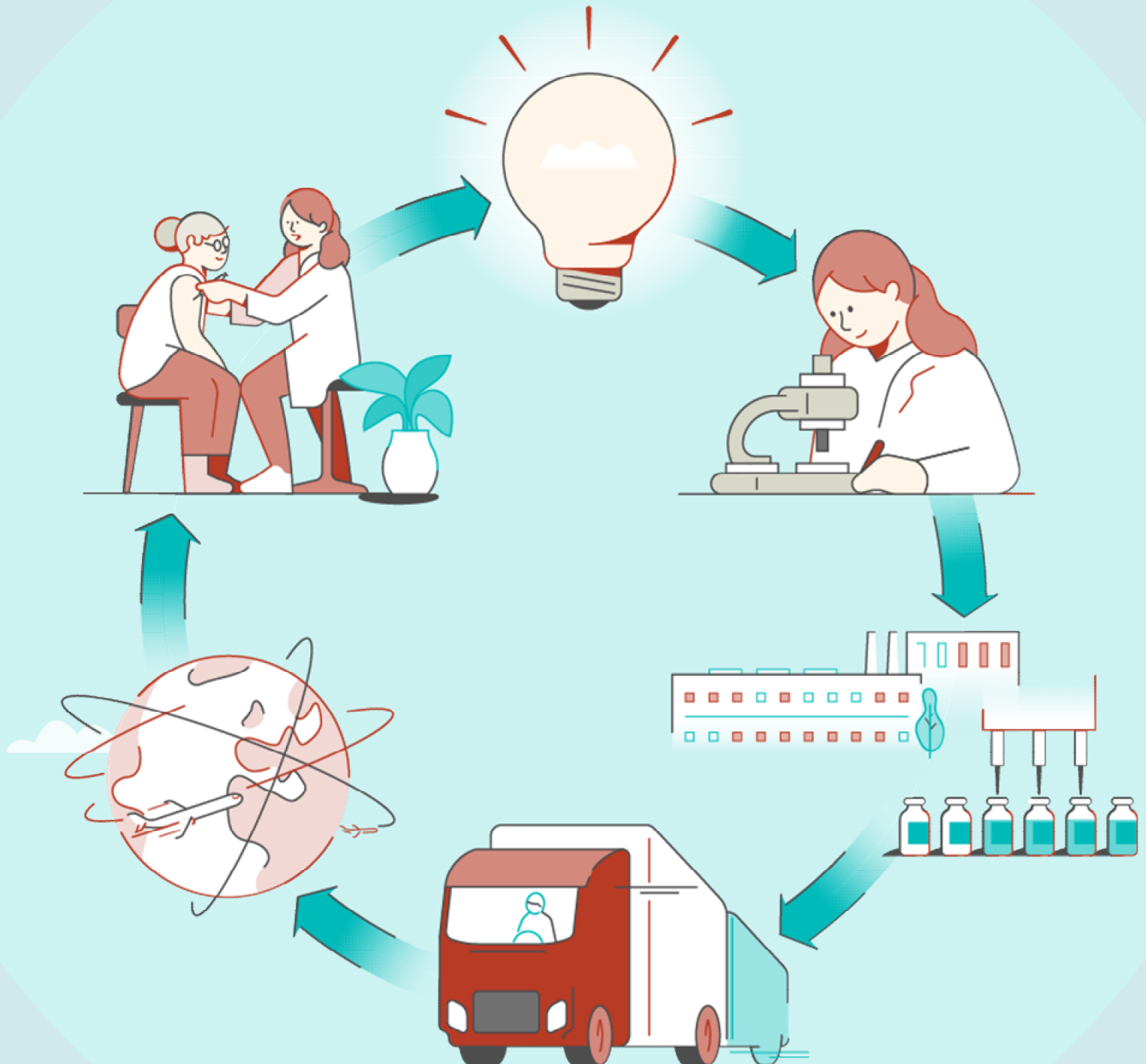


Bavarian Nordic

Responsible Sourcing Standards for **Suppliers**



To our suppliers

These Responsible Sourcing Standards outline Bavarian Nordic's expectations to our suppliers within ethics, human rights and labor rights, health & safety, and environmental performance, and the Standards constitute a cornerstone in our supplier selection and evaluation.

We follow these Standards, and we expect our suppliers to apply these or equivalent standards in their own supply chain, i.e., that our Suppliers replicate the Standards, or standards equivalent to these, to their own suppliers, to ensure a strong, transparent, and ethical supply chain.

Our goal is to ensure that we incorporate the Standards into our way of doing business at a daily basis, to the benefit of our employees, suppliers, customers, and patients. We recognize that improving performance in some of these areas requires time and resources. If, as a Supplier, you are not able to fully meet one or more of the Standards laid out in this document, we ask you to reach out to and seek further guidance from your Bavarian Nordic contact and to discuss and agree on an improvement plan with corrective actions to ensure that we jointly live up to these Standards.

By signing these Standards, or by signing a contract to which these Standards have been attached, you agree that these Standards form part of our contract. If you consistently fail to meet these Standards and cannot agree on, or repeatedly do not deliver on, an improvement plan, we reserve the right to terminate the contract based on such a breach of contract.

You shall permit audits against these Standards under the same terms and conditions as other audits under your contract with Bavarian Nordic. Such an audit may be carried out on-site, and we, or our appointed auditors, may examine relevant documents, records, and facilities and may interview potentially affected individuals, such as employees, workers, and contractors. If non-conformities are identified during such audit, you shall work together with us to identify and implement corrective actions and shall implement such actions within the agreed timelines.

Thank you for your contribution to Bavarian Nordic and for joining us in securing a continued commitment to an ethical, social, and environmental performance.

Our standards

ETHICS

Suppliers shall conduct their business in an ethical manner and act with honesty and integrity.

Anti-corruption

Suppliers shall compete fairly and shall not engage in bribery, corruption, facilitation payments, money laundering, fraud, or any other form of corrupt practices, whether conducted by a supplier or a sub-supplier. Suppliers shall comply with all local and international anti-corruption laws and regulations.

HUMAN RIGHTS AND LABOR RIGHTS

We expect our suppliers to respect human rights, which includes labor rights, and to treat people with dignity and respect. These include internationally recognized human rights, including the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the principles of the UN Global Compact.

Some of the most important human rights that we expect our suppliers to adhere to are highlighted here below.

Child labor and young workers

Suppliers shall not use any form of child labor or young workers. Child labor is defined by the applicable laws in the country of production.

Suppliers shall protect young workers below the age of 18, and above the legal working age, from any type of employment or work which can hinder their education or schooling needs, or which can jeopardize their health or safety, e.g., chemicals, hard physical work, and night shifts.

Forced or compulsory labor

Suppliers shall not use any form of forced or compulsory labor, whether directly or indirectly. Employees shall be free to leave their employer after reasonable notice, and employees shall be paid on time and in full for the work they have done prior to leaving. Suppliers shall not require workers to hand over their identity papers to secure employment (unless required by law).

Suppliers shall not offer inappropriate financial or material benefits to its customers, including to representatives of Bavarian Nordic, and thereby attempt to influence business decisions.

Conflict of interest

Suppliers shall proactively and promptly disclose to their Bavarian Nordic contact any actual or potential conflict of interest that may affect the performance of tasks or the provision of services to Bavarian Nordic.

Freedom of association & right to collective bargaining

To the extent provided for in local laws, suppliers must respect the rights of their employees to associate, form and join (or not join) labor unions, seek representation, join workers councils, and engage in collective bargaining.

Suppliers shall commit to an open and constructive dialogue with their employees and workers, and their representatives, and employees who act as workers' representatives must be able to exercise their role without fear of repercussions or discrimination.

Fair treatment & equal opportunities

Suppliers shall provide their employees with a workplace free of discrimination based on characteristics such as gender, nationality, age, educational background, ethnicity, physical impairment, race, religion, sexual orientation, or other characteristics protected by law or otherwise deserving of protection.

Harassment and abusive behavior

We expect our suppliers to treat its employees and other workers with dignity and respect and to take all reasonable measures to avoid any form of harassment, including any form of unwarranted sexual attention, abusive behavior, bullying, or retaliation.

Hiring practices & compensation to workers

We expect our suppliers to provide all employees

and workers with an employment contract or letter (when required by local law) that outlines all their main conditions of employment.

Suppliers shall remunerate its employees and workers in compliance with all applicable laws and regulations, e.g., minimum wages, overtime wages, sick leave, mandatory benefits, or other applicable regulations.

Working time & time off

We expect our suppliers to commit to providing reasonable working hours to its employees and workers that respect the limits set by applicable laws, regulations, industry standards, and collective

agreements. Suppliers shall respect internationally recognized standards of 48 regular hours of work per week and at least 24 hours (consecutive hours) of rest in every 7-day period.

Employees and workers shall be entitled to take paid vacation in accordance with applicable law.

Conflict-affected areas

To the extent our suppliers operate in or source from conflict-affected areas, we expect them to ensure that they and their sub-suppliers do not provide funding to or otherwise support organizations and/or countries subject to international sanctions.

HEALTH & SAFETY

Safe work environment

Suppliers shall ensure a safe and healthy work environment for employees and shall proactively work to ensure compliance with all relevant regulations and requirements, as defined by the local authorities, to protect the health and safety of the employees.

Suppliers shall assess emergency situations in the workplace and protect their employees against risks such as chemical, biological, and physical hazards.

Suppliers shall have appropriate work environment policies and procedures in place to protect workers from work-related hazards and potential dangers in the workplace, including to protect workers against exposure to chemical, biological and physical hazards. Further, suppliers shall conduct appropriate training and education in health and safety, shall provide the necessary protective equipment, and shall ensure controls are in place to mitigate health and safety risks in the workplace.

ENVIRONMENT

In Bavarian Nordic we recognize the importance of protecting and taking care of the world around us and we are committed to working actively and systematically to minimize our impact on the environment and climate, together with our suppliers. This includes acting responsibly and striving to jointly reduce our impact on the environment and climate by improving energy consumption and reducing emissions and waste. We expect our suppliers to support us in this mission and bring forward initiatives on how to jointly reduce our impact.

Energy consumption, waste & emissions

Suppliers shall strive to reduce their environmental impact of their products or services throughout their life cycle by taking precautionary approaches.

This includes, but is not limited to:

- Minimizing the use of resources and materials and finding environmentally friendly substitutions
- Informing on the use of hazardous materials to ensure a safe handling of these during production, transportation, potential recycling, and disposal
- Having control mechanisms in place to mitigate emissions and pollution from hazardous materials and waste

In addition, suppliers shall raise awareness and ensure a proactive approach to the environmental work and promptly report any known or suspected violations of environmental laws and regulations, or any events that might result in a discharge, spill, or emission of hazardous materials.

