



CODE OF CONDUCT

PREAMBLE

IPSEN LOGISTICS is a logistics service provider operating on a worldwide basis and in contact with a broad international public. Hence, we are not isolated, but surrounded by customers, suppliers, staff and the society in general. Being a reliable, trustworthy partner and living up to this standard every day is our key to success. For us, it is essential to combine solid economic performance with correct and dependable conduct.

In order to realize this claim and to make it measurable and predictable for our partners **IPSEN LOGISTICS** has set up a Code of Conduct for the company and its staff. This Code of Conduct defines the company's principles and standards to be met by management and staff worldwide with reference to their responsibility for the individual and the environment.

Through their personal behavior whether on the job or in their private lives, each staff member contributes to the reputation of **IPSEN LOGISTICS**. In this respect, managers serve as a role model.

When implementing this Code of Conduct, national particularities shall be respected as long as they do not contradict our basic principles. Compliance with national law is a prerequisite.

IPSEN LOGISTICS supports the Global Compact Initiative of the United Nations by including its principles in the corporate culture as well as the daily business.

1. HUMAN RIGHTS

IPSEN LOGISTICS supports and respects the protection of internationally proclaimed human rights. Moreover, we make sure that we are not complicit in human rights abuses.

We respect national customs and the freedom of religion as well as social and cultural rules.

2. LABOR STANDARDS

The company upholds the freedom of association and the effective recognition of the right to collective bargaining without involvement of government agencies.

IPSEN LOGISTICS advocates the elimination of all forms of forced and compulsory labor.

We condemn all forms of child labor and stand for its effective abolition.

IPSEN LOGISTICS does not tolerate discrimination in respect of employment and occupation, especially when based on gender, age or descent. This applies to external conduct, but even more so within the company. Each and every staff member is entitled to be treated with courtesy and respect. Sexual harassment or workplace bullying are prohibited.



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3. ENVIRONMENTAL PROTECTION

IPSEN LOGISTICS supports a precautionary approach to environmental challenges.

We encourage initiatives promoting environmental responsibility. We advocate the development and diffusion of environmentally friendly technologies.

We are making intense efforts to develop logistic processes which are environmentally friendly and based on the principles of sustainability.

4. ANTI-CORRUPTION POLICY

The company opposes corruption in all its forms, including bribery and extortion.

Any benefits or gratuities to public officials or to members of their families are generally prohibited as long as they do not comply with local laws and regulations.

Invitations, e.g. to business dinners, may be accepted or extended as long as they are reasonable and consistent with business practice and there is no expectation of any reciprocal consideration. The same applies to the acceptance or offer of gifts and any other form of benefits.

5. LAWFUL CONDUCT

IPSEN LOGISTICS expects lawful conduct from all staff, suppliers and business partners. We inform all staff of applicable regulations and provisions.

IPSEN LOGISTICS follows national and international law in all decision-making and consideration processes.

6. HEALTH AND SAFETY AT WORK

IPSEN LOGISTICS is perfectly aware of the employer's responsibility for the health and safety of all staff.

Consequently, we take precautions to avert accidents as well as occupational diseases and to reduce risks. We have implemented appropriate steps for limitation of damage in the event of accidents.

Our staff's safety and right to physical integrity have top priority in our entrepreneurial activities.

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