

CMIC Group Sustainable Procurement Code

CMIC Group complies "CMIC Group Code of Conduct" "CMIC Group Basic Procurement Policy" to realize development of the sustainable society and observes "PSCI principles" (Pharmaceutical Industry Principles for Responsible Supply Chain Management).

Sustainable Procurement Code was established as a principle to be followed by all of our business partners who provide CMIC Group with materials, goods, and services.

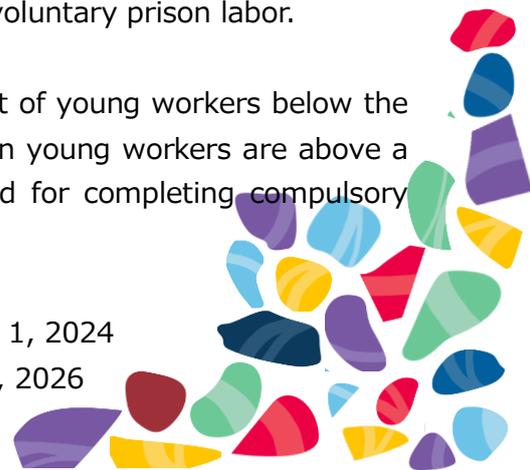
CMIC Group expects our business partners to accept and comply with the Code.

■ Ethics

1. Business partners shall minimize the risk of adversely impacting on the rights of patients and subjects, including their rights to health and to access information directly.
2. All forms of corruption including bribery, extortion and embezzlement, are prohibited.
3. Business partners shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws.
4. Animals shall be treated humanely with pain and stress minimized.
5. Business partners shall safeguard and make only proper use of confidential information to ensure that company, worker and patient privacy rights are protected.
6. Business partners shall take reasonable care to avoid and manage conflicts of interest.
7. Business partners shall ensure that management and security systems protect products, components, and ingredients from the risks of adulteration, falsification, or theft for the purpose of illegal resale.

■ Human Rights

1. Business partners shall not use forced or bonded labor or involuntary prison labor.
2. Business partners shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.



3. Business partners shall provide a workplace free from discrimination.
4. Business partners shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.
5. Business partners shall pay workers according to applicable wage laws and agreed employment contracts, including minimum wages, overtime hours and mandated benefits.
6. Open communication and direct engagement with workers (i.e. social dialogue) to resolve workplace and compensation issues are encouraged.
7. Business partners shall respect the rights of the local communities around their sites including the right to a clean and healthy environment.

■ Health and Safety

1. Adequate risk assessments and emergency plans shall be in place to ensure the safety of the work environment. Safety information relating to hazardous materials — including pharmaceutical compounds and pharmaceutical intermediate materials — shall be available and used to educate, train, and protect workers from hazards.
2. Business partners shall protect workers from over exposure to chemical, biological, and physical hazards.
3. Business partners shall have management processes in place to prevent or respond to catastrophic release of chemical or biological agents.

■ Environment

1. Business partners shall comply with all applicable environmental regulations.
2. Any waste, wastewater, or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled, and treated prior to release into the environment.
3. Business partners shall monitor and reduce their GHG emissions and support their suppliers to do the same.
4. Business partners shall take measures to improve efficiency and reduce the consumption

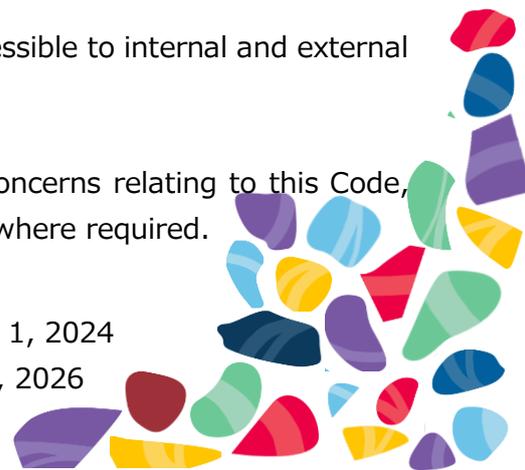


of resources.

5. Business partners shall understand their impacts on biodiversity, reducing and mitigating their footprint wherever possible.
6. Business partners shall have effective systems in place to prevent and mitigate accidental spills and releases to the environment.

■ **Governance and Management Systems**

1. Business partners shall demonstrate commitment to the concepts described in this Code by allocating appropriate resources.
2. Business partners shall identify and comply with applicable laws, regulations, standards and relevant customer requirements.
3. Business partners shall have mechanisms to determine and manage risks in all areas addressed by this Code.
4. Business partners shall carry out due diligence on the source of critical raw materials to promote legal and sustainable sourcing.
5. Business partners shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address the expectations in this Code.
6. Business partners shall maintain documentation necessary to demonstrate conformance with this Code and compliance with applicable regulations.
7. Business partners are expected to continually improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews.
8. Business partners shall have effective emergency plans and response procedures.
9. Business partners shall establish grievance mechanisms accessible to internal and external stakeholders.
10. Business partners shall properly investigate incidents or concerns relating to this Code, take necessary corrective actions, and provide remediation where required.



11. Business partners shall have effective systems to communicate this Code to relevant stakeholders including their workers, contractors, suppliers and local communities.

