



Human Rights and Employee Safety

- Forenom respects the human rights. For us, human rights are considered fundamental and universal. We treat all employees in a fair and equal manner in accordance with internationally proclaimed human rights. We do not accept child labor, forced or compulsory labor, or other human right abuses.
- Forenom provides equal employment opportunities to all employees and applicants for employment without regard to race, religion, color, ethnic origin, sex, sexual orientation, gender, gender identity or expression, age, disability, pregnancy, childbirth and related medical conditions, genetic makeup, marital status, military service, or any other classification protected by applicable local and country laws.
- Forenom ensures a safe and healthy workplace for all employees and conducts regular employee satisfaction surveys.
- Forenom encourages all employees to lead balanced personal and professional lives.

Ethics and Law

- Forenom follows legislation and rules. Forenom is conducting business with the high ethical standards and in full compliance with the applicable laws.
- Forenom promotes fair business practices and competition and does not engage in any illegal or restrictive trade practices.

Community, Customers and Suppliers

- All suppliers in Forenom's total supply chain are expected to conduct their business in compliance with the same high legal, ethical, environmental and employee-related standards Forenom itself is adhering to.
- All relationships between Forenom and customers are based on trust, integrity and our values. Forenom communications with customers are accurate, timely and truthful.
- Forenom respects the privacy and integrity of its customers. We follow relevant standards to protect privacy in processing personal data and service or product information. All personal data collected and held by Forenom is processed fairly, lawfully and carefully in a way that protects the privacy of the individual.



Environment

- Forenom is committed to continuously improving its products, operations and production facilities to reduce negative impacts on the environment and to optimize the resource consumption.

Anti-corruption and Conflicts of interest

- Forenom expects loyalty from all its employees and avoidance of any conflict of interest. Thus, the employees of Forenom must avoid situation where their personal interests may conflict with those of Forenom or its stakeholders.
- This includes, but is not restricted to, acceptance and giving of personal gifts, entertainment or hospitality to or from Forenom stakeholders, other than gifts of a nominal value of up to 70€ on an occasional basis or reasonable hospitality given in the ordinary course of business.
- Forenom and its employees do not offer or pay bribes or illicit payments to customers or other parties to obtain or retain business. Forenom and its employees do not solicit or accept bribes or illicit payments in exchange for business favors.
- Forenom employees must not profit, nor assist others to profit, from opportunities that are discovered from the usage of corporate assets, information or the position.
- Forenom supports and adheres to local legislation and internationally recognized principles against corruption and bribery.

Every employee within Forenom Group is expected to live according to, behave and act in line with these principles. In case of non-compliance with these principles an employee or a third party can anonymously contact the Group CEO without risk of any negative consequences.

These principles are annually reviewed by Forenom and presented to the Board for acceptance. We are committed to making adjustments or changes to the content and implement them as needed.