

# With Integrity and Passion

Our Global Code of Conduct



“

*Dear Colleagues,*

Our FOCUS articulates who we are, how we work and what we want to achieve. The Core of the Leitbild, the “who we are,” states that we aim to be driven by results, working with integrity and passion. The “how we work” helps us to achieve our Ambition 2025.

Our Code of Conduct demonstrates for each and every one that integrity is “part of our DNA”. We act in a global environment, and are all entrusted to make decisions that impact our reputation and relationships with each other, our customers, our business partners and the public. Our Code of Conduct is the guide for our actions and behavior both within the company and externally. We comply with the laws and are guided by our ethical principles as we conduct business at Boehringer Ingelheim.

We, the Board of Managing Directors are fully committed to compliance with the law and these ethical principles, and ask for your commitment.

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Hubertus v. Baumbach

Joachim Hasenmaier

Allan Hillgrove

Andreas Neumann

Michel Pairet

Michael Schmelmer



## The Core of our Leitbild: Who we are

### **We are independent, family-owned and intend to remain so**

- ✓ We are driven by desire to serve mankind by improving human and animal health
- ✓ We feel responsible for our communities and are respectful of our resources
- ✓ We plan in generations and focus on long term performance

### **We create Value through Innovation for our customers**

- ✓ We develop breakthrough therapies and health care solutions in areas of unmet medical need
- ✓ We excel in innovation and deliver the highest quality to drive our competitiveness
- ✓ We believe in partnering for success and the sustainable economic health of the company

### **We are powered by our people**

- ✓ We nurture a diverse, collaborative and open environment, which appeals to the best people
- ✓ We are driven by results, working with integrity and passion
- ✓ We treat each other with respect, trust and empathy, and we grow together

## Each of us is accountable

While laws, policies, and procedures may vary by country or region, the ethical principles of Boehringer Ingelheim do not.

All Boehringer Ingelheim employees must comply with this Code and the policies, procedures and laws that apply to our particular geographies and jobs. We must also ensure that third parties performing work on the Company's behalf (such as consultants, contract workers, agencies etc.) understand and adhere to this Code and any applicable policies, procedures and laws.

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## Each of us has a voice

It might happen that you become aware of an action or behavior which is, or could be perceived to be, not in line with our commitment, such as wrongdoing, misbehavior, doubtful practices, or deviation from this Code. In such situations you are encouraged to “speak up” to one of these resources or use the “*Speak Up*” portal to report your concern.

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## Each of us has help

To support Boehringer Ingelheim's commitment to delivering results with Integrity and Passion, we maintain an Ethics and Compliance Program with the Code of Conduct at its foundation.

If you are unsure of what to do in a situation, it's always a good idea to start with your manager, but if you aren't comfortable doing so or this option isn't available to you the Ethics and Compliance Program provides training links to reporting channels and more information:

- Global Ethics & Compliance Website
- Ethics & Compliance Policy
- Speak Up Portal
- Speak Up Policy



# Our Ethical Principles

## With Integrity and Passion: Business Principles

# 01

### Safety and Pharmacovigilance

Ensuring a positive benefit-risk balance of our products is of critical importance to us. We monitor our products to ensure the level of quality and safety expected by our customers and regulators worldwide.

#### My Commitment

I foster a culture that is committed to compliance with pharmacovigilance regulations worldwide and I report any adverse event and pharmacovigilance-relevant information to my local Pharmacovigilance Department.

#### More information

- Global Pharmacovigilance Policy
- Applicable local standards

# 02

### Quality

We consider quality, including all its integral compliance aspects, as indispensable in researching, developing and providing safe and efficacious products for our patients.

#### My Commitment

I foster a culture that is passionately committed to quality and compliance as success factors for our Company and I report any product complaints to my local Department that handles them.

#### More information

- Global Quality Policy
- Global Policy on Supply Chain Integrity
- Applicable local standards

# 03

## Research and Development

In all our Research & Development activities, we strive to ensure the rights, safety and well-being of all participants and accuracy of our information. We are committed to the principles of Good Clinical Practice.

### My Commitment

I take appropriate actions to ensure the appropriate and responsible use of human biospecimens as well as the welfare of our laboratory animals and I practice good animal management.

### More information

- Global Animal Welfare Policy
- Global Human Biospecimens and Associated Data Policy
- Declaration of Helsinki
- Applicable local standards

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# 04

## Interactions with Customers and Other Stakeholders

We provide accurate, fair and balanced information about our products, and do not engage in activities that inappropriately benefit or influence our customers or stakeholders. We strictly follow applicable transparency and disclosure standards required by law, regulations and codes of practice.

### My Commitment

I ethically engage with customers and stakeholders and abide by the laws, codes and practices governing those relationships.

### More information

- Global Healthcare Stakeholder Engagement Policy
- IFPMA Code of Practice
- Applicable local standards



# 05

## Social Media and Public Relations

We at Boehringer Ingelheim have worked hard to build a reputation of integrity and trust. Journalists, reporters, media representatives and others outside our company depend on us to provide consistent, accurate and responsible communications. They expect us to provide accurate and comprehensive information, which we are committed to deliver.

### My Commitment

I refer requests from the news media and others outside the Company to the local Boehringer Ingelheim personnel responsible for external communications, and I am aware of and abide by local Social Media Guidelines.

### More information

- Social Media Guidelines
  - Applicable local standards
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# 06

## Prevention of Bribery and Corruption

We do not promise, offer, pay, ask for or accept anything of value to improperly influence decisions or actions with respect to our business operations.

### My Commitment

I avoid any and all activities that create actual or perceived inappropriate influence, either directly or indirectly, through third parties.

### More information

- Global Anti-Bribery/Anti-Corruption Policy
  - Applicable local standards
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# 07

## Procurement and Supplier Relations

Recognizing that our suppliers and partners play an important role in our success, we engage only with partners that are appropriately selected and who share our commitment to quality, service, diversity and ethical business practices

### My Commitment

I conduct due diligence to ensure that I engage only reputable and qualified partners.

### More information

- Supplier Code of Conduct
  - Applicable local standards
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# 08

## Antitrust and Fair Competition

We compete with ambition in the marketplace and do so honestly, fairly and in accordance with all applicable antitrust and unfair competition laws.

### My Commitment

I avoid any activity that creates an actual or perceived impression of conspiring with a competitor or otherwise inappropriately restraining fair competition.

### More information

- Global Antitrust Policy
  - Applicable local standards
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# 09

## Export Control & Trade

We adhere to export control and trade regulations (including sanctions programs) and other efforts intended to promote peace, stability and human rights including regulations from the United Nations.

### My Commitment

I ensure that each and every transfer of items (goods, software, technology and related services) is reviewed carefully against existing export control and trade regulations and that all requirements resulting from that review are met.

### More information

- Global Export Control and Trade Policy
  - Applicable local standards
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# 10

## Insider Trading

We are committed to the fair functioning of the world's financial markets and prohibit employees from sharing inside information relating to BI and its partners, or sharing "tips" that could unfairly influence investment decisions.

### My Commitment

I am cautious when discussing and handling inside information relating to BI or its partners and adhere to good communication practices. I do not trade on inside information.

### More information

- Global Insider Trading Policy
  - Applicable local standards
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# With Integrity and Passion: Workplace Principles

## 11

### Fair Treatment, Anti-Discrimination, and Inclusion

We treat each other with fairness and dignity at all times, and stand firmly against any form of discrimination or harassment. We respect and value the diverse individual characteristics, the different perspectives and distinctive backgrounds of our people. We uphold human rights and international labor standards around the globe.

#### My Commitment

I respect my colleagues' differences, and neither practice nor tolerate any form of discrimination, harassment, workplace aggression or gender inequality.

#### More information

- UN Global Compact
- See local standards

## 12

### Conflicts of Interest

We conduct business in a manner that ensures that decisions and business judgment are made with objectivity and free of undue personal interests.

#### My Commitment

I act at all times in the best interest of the company and avoid or disclose situations that present an actual or perceived conflict between my personal interests and the interests of Boehringer Ingelheim.

#### More information

- Global Anti-Bribery/Anti-Corruption Policy
- Applicable local standards

# 13

## Data Protection

We respect the privacy rights of our employees, patients, physicians and other data subjects. We handle personal data only to the extent that we have a specific, definable business need for the information and then in compliance with all applicable laws and regulations.

### My Commitment

I safeguard the rights of all stakeholders by protecting their information from abuse and/or unauthorized access.

### More information

- See local standards
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# 14

## Responsible Handling of Information

Information is one of our most valuable assets, and we protect and manage it with care. We maintain confidentiality, and obtain, enforce and defend our intellectual property rights.

### My Commitment

I avoid disclosing BI or partner confidential information and am cautious and take appropriate safeguards when handling company information in public places. I use manage, protect and retain company records appropriately.

### More information

- Global Policy Information Protection Policy
  - Global Information Governance Policy
  - Applicable local standards
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# 15

## Respect for Environment, Health, Safety and Sustainability

In all our activities we protect our employees, facilities and the environment from harmful influences, conserve natural resources and promote environmental awareness. We select partners who share this commitment as well as the United Nations Sustainable Development Goals.

### My Commitment

I practice safety at all times. If I experience or come across a safety or environmental hazard in my workplace, I report it to the responsible department.

### More information

- Global Environment, Health, Safety & Sustainability Policy
- UN Global Compact
- Applicable local standards

# 16

## Political Activities

We respect and support individuals' rights to participate in political activities using their own resources and done on their own time.

### My Commitment

I avoid undertaking activities to support any political parties or candidates on behalf of BI. I also do not make political contributions on behalf of BI unless managed through established processes. When engaging in personal political activities I avoid creating the impression that I am acting or speaking on behalf of the company.

### More information

- Applicable local standards

## When in doubt, ask yourself:

No document can cover every situation that you may encounter or every policy that may apply to you and your work. And it is not a substitute for good judgment.

There are times when you may be unsure what to do, or there are some issues that may not be immediately apparent or clear. In these situations, refer to the Ethics and Compliance resources and before making a decision or taking an action ask yourself the following questions.

### When in doubt, ask yourself:

- Is it legal?
- Does it comply with this code and company policies?
- Would I feel comfortable if it was made public?
- Does it feel right?

If you truthfully answer „yes“ to all of these questions, you do not need to be in doubt. If you have to answer “no” to any of these questions or if you are not sure, please consult with your manager.

For the full text of all or our policies and procedures, please visit [MyBI](#).

