

 <p>SANISURE Solution Based Innovation</p> <p>FORM</p>	<p>SUPPLIER CODE OF CONDUCT</p>	<p>DOCUMENT NO: GLB 1.11.0.10</p>	<p>REV No: 2</p>
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Supplier Code of Conduct

Our Commitment

SaniSure is a global leader in bioprocessing solutions, designing and manufacturing single-use systems that enable biopharmaceutical manufacturers to bring life-saving therapies to patients safely and efficiently. Our products are directly integrated into drug manufacturing processes — which means the quality, integrity and ethical conduct of every supplier in our network has a direct bearing on patient safety.

This Supplier Code of Conduct ("Code") defines the standards SaniSure expects from all its suppliers. It reflects our commitment to ethical business practices, product quality, human rights, environmental stewardship, and the responsible management of supply chains. Compliance with this Code is a condition of doing business with SaniSure. A sustained violation of its principles may result in the termination of the business relationship, including all associated contracts and purchase orders.

This Code is grounded in internationally recognized frameworks, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, ILO fundamental labor conventions, and the UN Global Compact. We expect suppliers to comply with all applicable laws, regulations and standards in the countries where they operate, and to hold themselves to these principles even where local laws are less stringent.

We see this Code as the foundation of a partnership built on shared values — not merely as a compliance checklist. We are committed to working collaboratively with our suppliers to achieve continuous improvement and to grow together in a responsible and sustainable way.

1. Scope of Application

This Code applies to all direct and indirect suppliers of SaniSure, including their parent companies, subsidiaries, affiliates, subcontractors, and agents involved in the supply of goods or services to SaniSure. Suppliers are responsible for communicating the principles of this Code to their own supply chains and for ensuring that sub-suppliers operate in accordance with equivalent standards.

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2. Ethical Business Conduct

SaniSure holds itself and its suppliers to the highest standards of integrity and ethical conduct. Suppliers shall:

- **Anti-Bribery & Anti-Corruption:** Prohibit all forms of corruption, bribery, extortion and embezzlement. Suppliers must not offer, give, solicit or accept — directly or indirectly — anything of value to improperly influence business decisions, whether with public officials, customers, or other third parties. Suppliers must comply with all applicable anti-bribery laws, including the US Foreign Corrupt Practices Act and the UK Bribery Act.
- **Conflicts of Interest:** Identify and disclose promptly to SaniSure any situation that could constitute, or be perceived to constitute, a conflict between their personal interests and the interests of SaniSure. Suppliers shall not exploit their business relationship with SaniSure for personal gain.
- **Fair Competition:** Conduct business in compliance with all applicable competition and anti-trust laws. Suppliers shall not engage in price-fixing, market allocation, bid-rigging or other anti-competitive practices.
- **Trade Compliance & Sanctions:** Comply with all applicable trade sanctions, export controls, and embargo regulations, including those enforced by the United Nations, the United States, the European Union, and other relevant authorities.
- **Accuracy of Business Records:** Maintain accurate, complete and transparent financial books and records. Business records must reflect actual transactions and comply with generally accepted accounting principles.
- **Reporting of Concerns:** Promote a speak-up culture by providing workers with accessible, confidential channels to report concerns or suspected violations without fear of retaliation.
- **Animal Welfare:** Where animals are used in testing or research in connection with goods or services supplied to SaniSure, apply the principles of the Three Rs: Replace animal testing with alternative methods wherever scientifically valid and acceptable to regulators; Reduce the number of animals used to the minimum necessary; and Refine procedures to minimize pain, suffering and distress. Suppliers shall comply with all applicable legal and ethical standards for animal welfare in the jurisdictions where they operate.

3. Product Quality & Regulatory Compliance

Given that SaniSure's products are used in biopharmaceutical manufacturing for patient care, the quality and traceability of every input is critical. Suppliers shall:

- **Quality Management:** Maintain and operate a documented quality management system consistent with applicable standards (e.g., ISO 9001). Suppliers involved in the manufacture, testing, storage, or distribution of materials intended for pharmaceutical use must comply with applicable Good Manufacturing Practice (GMP) requirements.
- **Quality Standards & Change Notification:** Deliver goods and services that consistently meet agreed-upon specifications for safety, efficacy, and performance. Suppliers must notify SaniSure promptly of any deviation, non-conformance or quality event that could affect the integrity or fit/form/function of materials supplied. Suppliers shall notify SaniSure twenty-four

(24) calendar months prior to the implementation of changes. In the event SUPPLIER cannot provide at least twenty-four (24) calendar months in advance notice due to unplanned situations, Supplier shall provide as much advance notice as possible.

- **Traceability & Chain of Custody:** Maintain robust traceability of all materials, components and finished goods throughout the supply chain. Single-use systems and components must include sufficient lot-level (lot, batch, serial) traceability to support SaniSure's and its customers' quality and regulatory requirements.
- **Counterfeit Prevention:** Implement controls to detect and prevent the introduction of counterfeit, adulterated or otherwise compromised materials into the supply chain.
- **Audits & Corrective Actions:** Cooperate in SaniSure's supplier qualification, audit, and complaint processes. Suppliers shall make their best efforts to respond to all product complaints in writing within thirty (30) calendar days. Suppliers shall implement documented corrective and preventive actions (CAPAs) for any identified deficiencies.
- **Regulatory Permits:** Obtain and maintain all necessary regulatory permits, licenses, certifications and registrations required for the supply of goods or services to SaniSure in relevant markets.

4. Human Rights & Labor Standards

SaniSure is committed to the protection of human rights throughout its supply chain. Suppliers shall respect the rights of all workers and shall not be complicit in any violation of internationally recognized human rights. Specifically, suppliers shall:

- **No Forced or Trafficked Labor:** Not use, benefit from or facilitate any form of forced labor, bonded labor, involuntary prison labor, human trafficking or other forms of modern slavery (ILO Conventions 29 and 105; UN Global Compact Principle 4).
- **No Child Labor:** Not employ workers below the legal minimum age for employment. The minimum age for hazardous work is 18 years in all jurisdictions. Workers between the minimum age and 18 may only be employed in non-hazardous roles (ILO Convention 138; UN Global Compact Principle 5).
- **Non-Discrimination & Inclusion:** Not discriminating against any employee or applicant on the basis of race, color, gender, sexual orientation, gender identity, age, religion, national origin, disability, union membership, political affiliation or any other protected characteristic. Suppliers shall promote equal opportunity and an inclusive workplace (ILO Convention 111).
- **Fair & Dignified Treatment:** Provide a workplace free from harassment, intimidation, bullying, corporal punishment, sexual abuse and any form of verbal, physical or psychological coercion. Employment must be freely chosen, and workers must be free to terminate their employment with reasonable notice.
- **Freedom of Association:** Respect the right of workers to freely associate, form or join trade unions, and bargain collectively, in accordance with applicable law (ILO Conventions 87 and 98).
- **Wages, Benefits & Working Hours:** Pay wages, benefits and overtime compensation that at least meet applicable national legal requirements. Working hours shall comply with local

legal limits; overtime shall be compensated at the legally required rate. Disciplinary salary deductions are not permitted (ILO Conventions 1, 26, 131).

5. Health & Safety

Suppliers shall provide a safe and healthy working environment for all employees, contractors and visitors. Suppliers shall:

- **OHS Compliance:** Comply with all applicable occupational health and safety (OHS) laws and regulations. Suppliers shall implement appropriate safety management systems to identify hazards, assess risks and implement controls to prevent work-related injuries and illnesses (ILO Conventions 120 and 155).
- **Training & Hazard Information:** Provide workers with adequate information and training on occupational health and safety risks relevant to their roles, including the safe handling, use and storage of hazardous materials. Safety data sheets and hazard information must be readily available.
- **Emergency Preparedness:** Establish and maintain emergency preparedness and response procedures for foreseeable incidents, including fire, chemical spills and other emergencies. These procedures shall be reviewed and updated regularly.
- **Hazard Management:** Manage chemical, biological, physical and ergonomic hazards in the workplace and implement the hierarchy of controls to eliminate or reduce risks to the lowest reasonably practicable level.

6. Environmental Sustainability & ESG

SaniSure recognizes its responsibility to minimize the environmental impact of its operations and supply chain. As a manufacturer of single-use bioprocessing systems, we are committed to advancing sustainable practices across our value chain. Suppliers shall:

- **Legal Compliance:** Comply with all applicable environmental laws, regulations and industry standards in the jurisdictions where they operate, covering air emissions, wastewater discharges, solid and hazardous waste, soil contamination, energy use and biological diversity.
- **Climate Action & GHG Emissions:** Measure and monitor their greenhouse gas (GHG) emissions using a recognized international standard such as the GHG Protocol. Suppliers are encouraged to set science-based emissions reduction targets consistent with the Science Based Targets initiative (SBTi) and the goals of the Paris Agreement. Suppliers shall share GHG performance data with SaniSure upon request.
- **Waste & Circular Economy:** Implement systems for the responsible management of waste, including reduction at source, reuse, recycling and safe disposal. Suppliers are encouraged to adopt circular economy principles in their operations and product design.
- **Resource Efficiency:** Conserve energy, water and raw materials. Suppliers are encouraged to implement Environmental Management Systems aligned with ISO 14001 and to set measurable targets for improving resource efficiency over time.
- **Conflict Minerals:** Ensure that conflict minerals (tantalum, tin, tungsten and gold — "3TG") in products supplied to SaniSure are not sourced from the Democratic Republic of Congo or

neighboring conflict-affected regions. Suppliers shall apply due diligence in accordance with applicable OECD guidance and respond to SaniSure's conflict minerals enquiries.

- **ESG Reporting & Transparency:** Report on environmental and sustainability performance upon SaniSure's reasonable request, including key performance indicators related to GHG emissions, energy, water and waste.

7. Data Privacy, Information Security & Intellectual Property

SaniSure handles sensitive data relating to its proprietary bioprocessing technologies, customer processes and personal information. Suppliers are entrusted with confidential information and shall protect it accordingly. Suppliers shall:

- **Data Protection:** Comply with all applicable data protection and privacy laws in the jurisdictions where they process data (including, as applicable, the EU General Data Protection Regulation and US state privacy laws). Suppliers must implement and maintain appropriate technical, organizational and physical measures to protect personal data from unauthorized access, disclosure, alteration or loss.
- **Confidentiality:** Protect all confidential and proprietary information provided by or obtained on behalf of SaniSure. Confidential information must not be disclosed to third parties without SaniSure's prior written consent and must be used solely for the purpose of performing the contracted services.
- **Information Security:** Implement and maintain robust information security policies, access controls, and incident response procedures. Suppliers with access to SaniSure systems or networks are restricted to only those systems necessary to perform contracted services. Any security incident or data breach affecting SaniSure information must be reported immediately.
- **Intellectual Property:** Respect the intellectual property rights of SaniSure and its customers. Suppliers shall not infringe any SaniSure patent, trademark, trade secret, copyright or other intellectual property rights. In turn, SaniSure commits to respecting the intellectual property of its suppliers.

8. Supply Chain Integrity & Business Continuity

Reliable, uninterrupted supply is fundamental to SaniSure's ability to serve its biopharmaceutical customers. Suppliers shall:

- **Sub-Supplier Management:** Monitor and manage their own supply chains to ensure that sub-suppliers comply with the principles of this Code. SaniSure may require the disclosure of supply chain information where violations are suspected or where elevated risk is identified.
- **Supply Disruption Notification:** Notify SaniSure as soon as practicable of any known or anticipated disruption to the supply of goods or services, including financial difficulties, capacity constraints, force majeure events, regulatory actions or natural disasters that could affect their ability to fulfil SaniSure's orders.
- **Business Continuity Planning:** Develop and maintain documented business continuity plans that address key operational risks and ensure the ability to restore critical supply operations

within defined recovery timeframes. Business continuity plans should be reviewed and tested periodically.

- **Traceability:** Maintain full traceability of materials, components and finished goods throughout their manufacturing and distribution processes, to support SaniSure's quality, regulatory and chain-of-custody requirements.
- **Pricing Integrity & Commercial Transparency:** Represent costs, pricing and commercial terms accurately and in good faith in all quotations, invoices and negotiations with SaniSure. Suppliers shall not engage in price manipulation, artificial inflation, or misrepresentation of costs.
- **Delivery Performance Standards:** Commit to on-time delivery performance in accordance with agreed lead times and purchase order schedules. Suppliers shall maintain a minimum on-time-in-full (OTIF) delivery performance level as defined in their applicable supply agreement or supplier scorecard.
- **Capacity Visibility & Scalability:** Maintain sufficient manufacturing capacity to fulfil SaniSure's current and reasonably foreseeable future demand, including agreed surge or safety stock requirements. Suppliers shall proactively communicate any capacity constraints, planned facility changes, or operational limitations that could affect their ability to meet SaniSure's requirements.

9. Monitoring, Compliance & Continuous Improvement

SaniSure is committed to verifying and strengthening compliance with this Code across its supply base. Suppliers shall:

- **Self-Assessment:** Complete SaniSure's supplier self-assessment questionnaires honestly and accurately upon request, covering quality, environmental, social and governance performance.
- **Audit Rights:** Grant SaniSure — or a third party appointed by SaniSure — the right to conduct announced or unannounced audits at their production sites to verify compliance with this Code. Suppliers shall cooperate fully and provide access to relevant records and personnel.
- **Corrective Actions:** Implement prompt corrective and preventive actions to address any deficiencies identified during audits, self-assessments or management reviews, and report progress against agreed action plans.
- **Continuous Improvement:** Pursue continuous improvement in their quality, social and environmental performance. Suppliers are encouraged to set measurable objectives, track performance over time and share improvement initiatives with SaniSure.
- **Management Accountability:** Allocate appropriate management resources and designate a senior person responsible for overseeing compliance with this Code within their organization.

SaniSure reserves the right to update and amend this Code from time to time. Where a supplier fails to respect the principles set out in this Code or the applicable laws and regulations, SaniSure reserves the right to require corrective actions or, in serious cases, to terminate the business relationship.

10. SaniSure's Reciprocal Commitments

This Code sets out what SaniSure expects from its suppliers. We recognize that a responsible and sustainable supply chain is built on mutual respect and shared accountability — not on one-sided demands. In that spirit, SaniSure commits to the following in its relationship with suppliers:

- **Fair & Transparent Sourcing:** Conduct supplier selection through a fair, transparent and objective process. In addition to commercial and technical criteria, SaniSure will consider ESG and ethical performance as part of its supplier evaluation and award decisions.
- **Timely Payment:** Honour agreed payment terms promptly and in full. SaniSure commits to paying suppliers in accordance with contractually agreed terms and to resolving any invoicing disputes in a timely and constructive manner.
- **Transparency & Communication:** Communicate openly and honestly with suppliers. SaniSure will share relevant information about changes in demand, strategic direction or requirements that may materially affect our suppliers, with reasonable advance notice where possible.
- **Constructive Dispute Resolution:** Seek to resolve commercial disputes amicably and in good faith before resorting to formal mechanisms. SaniSure values long-term partnerships and will work collaboratively with suppliers to find mutually acceptable solutions.
- **Mutual IP & Confidentiality Respect:** Respect the intellectual property of suppliers and treat all confidential supplier information with the same level of care and discretion that we expect from suppliers in handling SaniSure's information.
- **Collaborative Improvement:** Support suppliers in understanding and meeting the requirements of this Code, particularly in areas where improvement is needed. SaniSure will engage collaboratively rather than punitively wherever a genuine commitment to improvement is demonstrated.

Acknowledgment & Acceptance

By signing below, the supplier confirms that it has read, understood and agrees to comply with this SaniSure Supplier Code of Conduct — without modification or exception. The supplier undertakes to communicate the requirements of this Code to its employees, subcontractors and sub-suppliers as appropriate. Suspected violations of this Code should be reported to: purchasing@sanisure.com

Company Name:	Company Stamp / Seal:
Authorized Signatory (Name & Title):	
Date:	