



# SUPPLIER CODE OF CONDUCT

2026

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# BUILDING A SUSTAINABLE FUTURE, TOGETHER

At Astrix, we believe exceptional outcomes are built on exceptional partnerships. For over three decades, we've delivered life science consulting and technology solutions that transform how our clients operate—always guided by our core values: Client First, Accountable, Collaborative, and Innovative.

These aren't just words on a page. They're the foundation of every decision we make, every relationship we build, and every solution we deliver. When you partner with Astrix, you become part of a community committed to advancing life sciences with integrity, purpose, and respect for people and the planet.

This Supplier Code of Conduct reflects our expectations for all suppliers, vendors, and business partners who work with us. More importantly, it's an invitation to join us in creating meaningful impact across the life sciences industry. We're not looking for vendors who simply comply—we're seeking partners who share our commitment to excellence, innovation, and doing what's right.



## OUR PARTNERSHIP PROMISE

When we say we're **Client First**, we mean we put the needs of the clients and communities we ultimately serve at the center of everything we do.

This commitment extends to you, our partners. We believe in building relationships rooted in transparency, mutual respect, and shared success.

Being **Accountable** means we take ownership of our commitments and expect the same from our partners.

We do what we say we'll do, and when challenges arise, we face them head-on with honesty and integrity.

Our **Collaborative** spirit thrives on diverse perspectives and open dialogue. The most innovative solutions emerge when we work together, challenge conventional thinking, and create space for every voice to be heard.

**Innovation** drives us forward. We're not satisfied with the status quo—we're constantly evolving, learning, and pushing boundaries to deliver transformative outcomes for the life sciences industry.

As our partner, we ask that you embrace these values and join us in upholding the standards outlined in this Code.



# ETHICS & INTEGRITY: THE FOUNDATION OF TRUST

## DOING BUSINESS THE RIGHT WAY, EVERY TIME

Trust is earned through consistent, ethical behavior. At Astrix, integrity isn't negotiable—it's the bedrock upon which we've built our reputation over three decades. We expect our partners to share this unwavering commitment to doing business the right way, even when no one is watching.

### ANTI-BRIBERY & ANTI-CORRUPTION

Corruption undermines fair competition, erodes trust, and harms the communities we serve. We never offer, provide, authorize, or accept anything of value to improperly influence decisions or gain unfair advantage. This includes gifts, entertainment, payments, or favors that could be perceived as creating improper influence.

If you're ever asked to engage in bribery or corruption, we stand behind you. Refuse, even if it means losing business. We'd rather lose an opportunity than compromise our integrity—and we expect the same from you. Facilitation payments, even when common in certain regions, are prohibited unless you reasonably fear for your safety. Any such request must be reported to Astrix immediately.

Part of being helpful and honest is being responsive: We recognize relevant customer feedback when we see it and do something about it. We take pride in responding to communications from our customers, whether questions, problems, or compliments. If something is broken, we fix it.

### ANTI-FRAUD

Honesty in our transactions, communications, and records is essential. Implement procedures to prevent fraud that could benefit Astrix, our clients, or any party we serve. Never falsify information in documents, invoices, timesheets, expense reports, or any records related to our business relationship. If you suspect or discover fraud, report it immediately—we're committed to addressing these issues swiftly and appropriately.

### FAIR COMPETITION

We believe in competing on merit—the quality of our people, the value of our solutions, and the strength of our partnerships. We never engage in anti-competitive practices, bid-rigging, price-fixing, market manipulation, or any other activity that restricts fair competition. When you work with Astrix, compete vigorously but ethically, respecting both the letter and spirit of competition laws.

### CONFLICTS OF INTEREST

Business decisions must be made objectively, free from personal interests. A conflict of interest arises when personal relationships, financial interests, or other factors could influence—or appear to influence—business judgment. Disclose any actual, potential, or perceived conflicts in writing so we can address them transparently and maintain the integrity of our partnership.

### ACCURATE RECORDS

The integrity of our financial and business records reflects the integrity of our operations. Maintain accurate, complete, and timely books and records related to all Astrix business. This includes proper documentation of transactions, expenses, working hours, quality records, and safety data. Our clients, regulators, and stakeholders rely on this information to make critical decisions—accuracy matters.

Astrix ensures that individuals are treated respectfully in all interactions, and we consistently apply policies, procedures, and outcomes regardless of who is involved. If at any time you feel our customers are not being well served, do not be bashful, let someone in the company know about it. Continually improving our products and services takes all of us, and we are proud that Astrix team members champion our customers and take the initiative to step forward when their interests are at stake. Leverage customer business insights to build best practices across your team or the company.

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# COMPLIANCE & LEGAL REQUIREMENTS: OPERATING WITH EXCELLENCE

## The Role of the Leader: Meeting Standards Wherever We Work

As a global company, Astrix operates under various employment laws and regulations, which can differ by country. The following guidelines outline areas all team members are responsible for knowing, while specific details will be provided according to your country’s requirements.

The life sciences industry operates within a complex web of regulations designed to protect patients, ensure product quality, and maintain public trust. Compliance isn't a burden—it's a responsibility we embrace to serve this mission.

Identify and comply with all applicable laws, regulations, industry codes, and Astrix requirements in every location where you conduct business on our behalf. This includes understanding local, national, and international requirements that may apply to your operations, products, or services.

Maintain proper licensing, permits, and authorizations. Keep them current and readily available for verification. If you are uncertain whether a particular regulation applies to your work with Astrix, ask. We are here to collaborate and ensure we are both operating within appropriate legal frameworks.

Astrix leaders have a special responsibility to understand the business and help their team members do the same. This includes aligning with Astrix's strategic direction, goals, and leadership decisions. As a leader, your role is to cultivate a team culture that reflects the organization’s aspirations while driving productivity and high performance.

The way Astrix leaders make decisions, address concerns, handle differing opinions, and navigate challenges—including bad news—sets the foundation for trust with teams, customers, and stakeholders. Ultimately, both leader and team success depend on the trust built together.



### // Trade Compliance

Global trade enables innovation and access to life-saving medicines and technologies, but it also carries serious responsibilities. Comply with all import and export regulations, including:

- Properly classifying and valuing goods and technology
- Obtaining required licenses before transferring items between countries
- Screening all parties against the restricted, sanctioned, denied, and debarred list
- Never engaging with sanctioned countries, entities, or individuals without prior verification and approval

If you receive a request that supports a boycott of a country friendly to the United States, do not comply. Report the request to Astrix in accordance with applicable requirements, even if you don't intend to respond.



### // Anti-Tax Evasion

Transparent, lawful tax practices are fundamental to responsible business. Never facilitate tax evasion or enable others to do so. Maintain documented procedures to prevent your organization and those who work on your behalf from engaging in conduct that might facilitate tax evasion. Be prepared to answer Astrix inquiries about your tax compliance procedures in reasonable detail.



# HUMAN RIGHTS & LABOR STANDARDS: CHAMPIONING DIGNITY FOR ALL

## TREATING EVERY PERSON WITH THE RESPECT THEY DESERVE

Our respect for people's values extends far beyond the walls of Astrix. It encompasses every individual whose work contributes to our shared mission—including your employees, contractors, and the workers throughout your supply chain. We believe every person deserves to work in conditions that honor their dignity, protect their rights, and provide opportunity for growth.



## TREATING EVERY PERSON WITH THE RESPECT THEY DESERVE

### **FREELY CHOSEN EMPLOYMENT: NO ROOM FOR MODERN SLAVERY**

Freedom is a fundamental human right. Never use forced, bonded, indentured, or involuntary labor. Every worker must freely choose their employment and be free to leave at any time with reasonable notice.

**This means:** Workers retain their identity documents—never confiscate or unduly restrict access to passports, identification cards, or work permits. Workers move freely—don't impose unreasonable restrictions on movement in or out of company facilities, housing, or dormitories. Employment is voluntary; workers aren't required to post deposits, bonds, or other security as a condition of employment.

## COMBATING HUMAN TRAFFICKING & MODERN SLAVERY

Modern slavery exists in many forms forced labor, debt bondage, human trafficking, and exploitative working conditions that trap people in circumstances they cannot escape. These practices have no place in our supply chain.

Implement robust due diligence to identify and prevent human trafficking and modern slavery risks in your operations and supply chain. This requires more than policies, it demands vigilance, training, and action. Train your employees, especially those involved in hiring and supply chain management, to recognize warning signs of modern slavery. These might include workers who appear to be controlled by others, show signs of physical abuse, have restricted movement, live in substandard conditions provided by employers, or seem fearful or anxious.



Make information about workers' rights, local labor laws, and reporting mechanisms available on-site in languages workers understand. Display this information in confidential areas where workers can access it without fear of being observed.

Report suspected cases of modern slavery to Astrix immediately. We're committed to addressing these issues through remediation, not simply terminating relationships. When modern slavery is discovered, our focus is on protecting victims and preventing recurrence.

# HUMAN RIGHTS & LABOR STANDARDS: CONTINUED

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## CHILD LABOR: PROTECTING CHILDHOOD

Children belong in school, not factories or worksites. Never employ anyone under the age of 15 (or 14 where local law permits in accordance with ILO Convention No. 138). If local law sets a higher age for work or school-leaving, that higher age applies.

Workers under 18 may only perform work that isn't harmful to their physical, mental, or educational development. They must never perform hazardous work, work with dangerous machinery or substances, work in extreme conditions, or work during hours that interfere with compulsory education. Night work for those under 18 is prohibited.

If you discover child labor in your operations or supply chain, don't simply dismiss the child—this may push them into more dangerous situations. Instead, develop or participate in programs that provide transition to quality education and protect the child's well-being until they're of legal working age.

## ZERO RECRUITMENT FEES

If there's a cost to securing employment, the worker shouldn't bear it. You must never charge workers or job seekers any fees, including recruitment costs, placement fees, or expenses associated with obtaining employment. This includes fees charged by labor recruiters or agencies. You bear these costs; it's an investment in building an ethical workforce.

## FAIR WAGES & WORKING HOURS: VALUING PEOPLE'S TIME

People work to support themselves and their families. They deserve fair compensation for their time and effort. Pay at least the legal minimum wage and wherever possible, strive to pay a living wage that enables workers to meet their basic needs and support their families with dignity.

Comply with all overtime requirements and communicate compensation terms clearly and in a timely manner. Workers should never be surprised by their pay or uncertain about how it's calculated. Provide detailed pay statements that show regular hours, overtime hours, deductions, and any bonuses or benefits.

Respect that people have lives beyond work. Ensure working hours comply with applicable laws and don't exceed maximum limits. Provide adequate rest breaks and time off. Workers should receive at least one day off in every seven-day period, or two days off in every 14-day period, where permitted by law.

Avoid excessive use of overtime. While occasional overtime may be necessary, a systematic reliance on overtime suggests inadequate workforce planning and can lead to exhaustion, errors, and increased safety risks.



# HUMAN RIGHTS & LABOR STANDARDS: CONTINUED

## FREEDOM OF ASSOCIATION: EMPOWERING WORKER VOICE

Workers have the right to organize, join unions, seek representation, and engage in collective bargaining where these rights are protected by law. Respect these rights without interference, intimidation, or retaliation.

In locations where freedom of association is restricted by law, facilitate alternative means for workers to voice their concerns and participate in decisions that affect their working conditions. This might include worker councils, suggestion systems, regular feedback sessions, or other mechanisms that enable genuine two-way communication.

Create a culture where workers feel comfortable raising concerns directly with management without fear of retaliation. Open communication helps identify and resolve issues before they escalate and often leads to innovations that improve operations.

## NON-DISCRIMINATION: OPPORTUNITY FOR EVERYONE

Talent knows no boundaries. We're committed to providing equal opportunity regardless of race, color, ethnicity, national origin, age, disability, sex, gender, gender identity, sexual orientation, religion, marital status, pregnancy, genetic information, veteran status, or any other characteristic protected by law.

Base all employment decisions, including recruitment, hiring, compensation, training, promotion, discipline, and termination, solely on qualifications, performance, and potential. Everyone deserves to be evaluated on merit, not on factors unrelated to their ability to do the job.



## ZERO TOLERANCE FOR HARASSMENT

Every person deserves to work in an environment free from harassment, bullying, intimidation, or abuse—whether physical, verbal, psychological, or sexual. This includes conduct by managers, coworkers, customers, or any other person encountered in the course of work.

Implement clear policies that define unacceptable conduct, establish reporting mechanisms, protect confidentiality to the extent possible, and prohibit retaliation. When harassment is reported, investigate promptly and take appropriate corrective action. Create a culture where respect is the baseline expectation and violations are addressed seriously.

# HEALTH, SAFETY & WELLBEING: PROTECTING OUR MOST VALUABLE ASSET

## Creating Safe Spaces Where People Thrive

People are the heart of everything we do. At Astrix, being **Accountable** means taking responsibility for the health, safety, and well-being of everyone involved in our work; including your employees, contractors, and anyone who steps onto your facilities.

A safe workplace isn't built on compliance alone, it's cultivated through leadership commitment, employee engagement, continuous learning, and a genuine belief that every person deserves to go home healthy at the end of each day.

## Safe Working Conditions

Begin by identifying hazards in your workplace. This requires more than a checklist; it demands walking your facilities, talking with workers who perform the tasks, and honestly assessing risks. Consider physical hazards, such as machinery and chemicals, as well as ergonomic stressors. Additionally, consider psychological hazards, including workplace stress, violence, and harassment.

Once hazards are identified, assess the risks they pose and implement controls to eliminate or minimize them. Follow the hierarchy of controls: eliminate hazards where possible, substitute safer alternatives, implement engineering controls, establish administrative controls, and provide personal protective equipment as a last line of defense.

Make safety personal. Ensure that workers receive appropriate training before performing tasks, understand the hazards they may encounter, and know how to protect themselves effectively. Provide workers with properly maintained personal protective equipment at no



## Incident Reporting & Investigation

Every incident, whether it results in injury or is a near miss is an opportunity to learn and improve. Establish processes to promptly and thoroughly report, document, and investigate safety incidents, occupational injuries, illnesses, and near misses.

Focus investigations on identifying root causes, not assigning blame. Implement corrective actions to prevent recurrence and share lessons learned across your organization. Report significant incidents to Astrix as specified in our agreements so we can support improvement efforts and ensure alignment with client requirements.



## HEALTH, SAFETY & WELLBEING: CONTINUED

### Emergency Preparedness

Emergencies don't announce their arrival. Be ready. Identify potential emergencies that could arise in your workplace or any company-provided living quarters. This might include fires, chemical releases, natural disasters, medical emergencies, or security threats.

Develop emergency response plans, communicate them clearly to all personnel, conduct regular drills, and ensure emergency equipment is maintained in working order. Ensure that evacuation routes are clearly marked and unobstructed, that up-to-date emergency contact information is available, and that workers know how to report emergencies.

### Process safety

For operations involving chemical or biological processes, implement rigorous process safety management controls. This includes hazard analysis, change management procedures, pre-startup safety reviews, mechanical integrity programs, and emergency response planning. The goal is to prevent catastrophic releases that could harm workers, communities, or the environment.

### Healthy Workplace Culture

Safety extends beyond physical hazards to encompass mental and emotional well-being. Create a culture where workers can bring their whole selves to work each day, fully engaged and alert. This means ensuring workers aren't impaired by drugs or alcohol while performing their duties. Promote programs that support overall health and well-being, including mental health resources, stress management support, and work-life balance initiatives. Recognize that healthy, engaged workers are more productive, innovative, and committed to excellence.



# ENVIRONMENTAL RESPONSIBILITY: PROTECTING OUR SHARED PLANET

## OPERATING SUSTAINABLY FOR FUTURE GENERATIONS

The health of people and the health of our planet are inseparable. At Astrix, we recognize that our work in life sciences offers both opportunities and responsibilities to minimize environmental impact and contribute to a sustainable future.

We are asking you to join us on this journey. Environmental sustainability is not just about compliance—it's about stewardship, innovation, and leaving the world in a better state than we found it.

## CLIMATE ACTION: ADDRESSING THE DEFINING CHALLENGE OF OUR TIME

Climate change poses profound risks to human health, ecosystems, and the stability of the systems that support life on Earth. The life sciences industry has both a responsibility and an opportunity to lead in addressing this challenge.

Begin by understanding your carbon footprint. Measure greenhouse gas emissions from your operations (scope 1), from purchased energy (scope 2), and from your value chain (scope 3). This transparency is the foundation for meaningful action.

Set science-based emission-reduction targets aligned with limiting global warming to 1.5 °C above pre-industrial levels. The Science-Based Targets Initiative (SBTi) provides frameworks to guide this process. These aren't arbitrary goals—they're commitments grounded in climate science and what's necessary to avoid the most catastrophic impacts of climate change.

Work systematically to reduce your emissions. Enhance energy efficiency in your operations, transition to renewable energy sources, optimize transportation and logistics, and collaborate with your suppliers on similar initiatives. Plan to achieve net-zero emissions before 2050—and take meaningful steps now to get there.

Understand that climate change also poses physical risks to your operations and supply chain. Assess how changing weather patterns, extreme events, water scarcity, and other climate impacts might affect your ability to deliver for Astrix and our clients. Develop adaptation strategies and build resilience into your operations.



# ENVIRONMENTAL RESPONSIBILITY: CONTINUED

## SUSTAINABLE SOURCING: TRACEABILITY AND RESPONSIBILITY

The materials that flow through supply chains carry stories—stories of the places they came from, the people who produced them, and the environmental impacts of their extraction or cultivation. We're committed to ensuring those stories reflect responsible practices.

Source all materials responsibly and ethically. This requires conducting due diligence throughout your supply chain, particularly for natural raw materials. Understand where materials originate, under what conditions they're produced, and what environmental and social impacts are associated with them.

Ensure your supply chains don't contribute to deforestation, forest degradation, habitat conversion, or loss of biodiversity. If you source materials from regions at risk for these issues, implement traceability systems and verification mechanisms to provide evidence that your sourcing practices are sustainable.

For minerals—particularly conflict minerals like tantalum, tin, tungsten, and gold—conduct due diligence aligned with the OECD framework to ensure they don't originate from conflict-affected areas or contribute to human rights abuses. Be prepared to provide evidence upon request.

Maintain traceability throughout your supply chain. This means knowing not just your direct suppliers but having visibility into lower tiers where risks may be higher and practices harder to verify. Traceability enables transparency, which fosters trust and facilitates more effective risk management.

## WASTE MANAGEMENT: RETHINKING RESOURCES

Waste represents inefficiency—materials purchased but not productively used, value left unrealized, and often, environmental harm. Embrace the principles of the circular economy: reduce, reuse, recycle, and, where possible, redesign processes to eliminate waste generation.

Minimize waste at the source through efficient operations, better design, and conscious consumption. Where waste is unavoidable, maximize reuse and recycling. For hazardous waste, implement rigorous handling, storage, transportation, and disposal procedures that protect workers and the environment.

Eliminate single-use plastics in your operations wherever possible. This includes items like disposable cutlery, plates, cups, straws, and unnecessary packaging. Choose reusable or compostable alternatives. Where plastics remain necessary, select recyclable materials and ensure they enter recycling streams rather than ending up in landfills or natural environments.

# ENVIRONMENTAL RESPONSIBILITY: CONTINUED

## POLLUTION PREVENTION: PROTECTING AIR, WATER, AND LAND

Operations inevitably generate emissions and discharges, but their impact can and must be minimized. Control emissions to air, water, and land before they enter the environment. This may include filtration systems, wastewater treatment, containment structures, and other technologies appropriate to your operations.

Before releasing any wastewater, treat it appropriately to remove contaminants. This is particularly important for operations involving pharmaceuticals or chemicals, where even trace amounts released to waterways can harm aquatic ecosystems and, potentially, human health.

Implement systems to prevent and respond to accidental spills and releases. Maintain spill containment and cleanup equipment, train employees on response procedures, and have emergency contacts readily available. Report significant spills or releases to Astrix and the relevant authorities immediately.

## WATER & RESOURCE CONSERVATION

Water is essential to life, yet it's increasingly scarce in many regions where we operate. Treat water as the precious resource it is. Implement programs to reduce water consumption, reuse water where possible, and prevent contamination of water sources.

Similarly, conserve energy and other natural resources through efficiency improvements, process optimization, and conscious choices. Track your consumption, set reduction targets, and celebrate progress. Conservation saves money, reduces environmental impact, and builds resilience against resource scarcity.



# DATA PRIVACY & INFORMATION SECURITY: PROTECTING WHAT MATTERS

## SAFEGUARDING TRUST IN A DIGITAL WORLD

In today's connected world, information is both a powerful asset and a profound responsibility. At Astrix, we handle sensitive data—from client proprietary information to personal data of individuals. When we entrust you with this information or grant you access to our systems, we're placing tremendous confidence in your ability to protect it.

### Data Protection & Privacy

Privacy is a fundamental right. People trust us—and by extension, you—with their personal information. Whether it's employee data, customer information, or patient records, treat them with the respect and care they deserve.

- Comply with all applicable privacy and data protection laws, including GDPR, CCPA, and other regional requirements. Collect, use, store, and share personal data only for legitimate, specified purposes. Be transparent about how data is used. Implement appropriate technical and organizational measures to secure personal data against unauthorized access, disclosure, alteration, or destruction.
- Respect data subject rights, including rights to access, correct, delete, and restrict processing of their personal information. When individuals or privacy regulators make inquiries about personal data you process on Astrix's behalf, inform us promptly so we can respond appropriately.
- Never use or process personal data you access through Astrix for your own purposes without our prior written approval. The data is entrusted to you for specific, agreed-upon purposes—respect those boundaries.
- If you transfer personal data across borders, ensure you can meet all legal requirements for doing so. This may include implementing Standard Contractual Clauses, completing Transfer Impact Assessments, or other mechanisms recognized under applicable law. Be prepared to provide evidence of compliance upon request.
- Appoint someone in your organization to be accountable for data privacy. This person should understand applicable requirements, oversee the implementation of privacy safeguards, and serve as a point of contact for privacy matters.

### Responsible Use of Artificial Intelligence AI

Astrix is committed to the ethical and responsible use of artificial intelligence technologies. Suppliers utilizing AI in their operations or in the delivery of services to Astrix must ensure their AI systems are transparent, accountable, and designed with human oversight. All AI implementations must protect data privacy, undergo bias testing to ensure fairness, and comply with applicable regulations including the EU AI Act and sector-specific requirements.

Suppliers must obtain Astrix's explicit approval before deploying AI systems that process Astrix or client data and must not use such data to train AI models without written consent. AI-generated content or recommendations must be clearly disclosed, validated by qualified human experts, and designed to augment rather than replace human judgment, particularly in high-risk applications affecting employment, healthcare, or patient safety. Suppliers are expected to maintain robust AI governance frameworks that align with these principles and demonstrate compliance upon request.

# DATA PRIVACY & INFORMATION SECURITY: CONTINUED

## Cybersecurity: Defending Against Digital Threats

Cyber threats are real, evolving, and potentially devastating. Protect information and systems entrusted to you through robust cybersecurity controls aligned with industry-recognized frameworks such as NIST, ISO 27001, or similar standards.

**Your cybersecurity program should address key areas:**

- Access controls ensure only authorized individuals can access systems and data. Implement strong authentication, follow the principle of least privilege, and promptly revoke access when it is no longer needed. Data protection encompasses encrypting sensitive data both at rest and in transit, establishing secure data transmission protocols, and securely erasing data when retention is no longer necessary. Security monitoring enables you to detect threats early through continuous network monitoring, intrusion detection systems, and security information and event management tools.
- Incident response prepares you to respond swiftly and effectively when security incidents occur—because it's not a matter of if, but when. Business continuity ensures you can maintain or quickly resume critical operations after disruptions. Security awareness empowers your workforce to recognize and respond to security threats through regular training.
- Report any suspected data breach, unauthorized access, loss of data, or other security incident involving Astrix or client information immediately—within 24 hours of discovery. Time is critical in mitigating harm from security incidents.

## Confidentiality: Respecting Proprietary Information

Astrix's success depends on our intellectual property, expertise, trade secrets, and proprietary processes. When you work with us, you may gain access to confidential information, including strategic plans, technical specifications, pricing information, client details, and/or innovative approaches we've developed.

Protect this information as carefully as you protect your own confidential assets. Share it only with individuals who have a legitimate need to know and who are bound by confidentiality obligations. Never use Astrix's confidential information for your own benefit or disclose it to unauthorized parties.

Confidentiality obligations remain in effect even after our business relationship ends. Return or securely destroy confidential information as specified in our agreements.

## Intellectual Property Rights

Respect intellectual property rights—ours and those of third parties. Never use unlicensed software, materials, or technologies. If you create intellectual property while performing work for Astrix, ownership may be specified in our agreement—understand and honor those terms.

### //Protect What is ours

We care for all the assets that make us Astrix. We are generous with our employee benefits and open with information shared within the company. Our ability to continue these practices depends on how well we conserve company resources and protect company assets and information.

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# QUALITY & SUPPLY CHAIN INTEGRITY: DELIVERING EXCELLENCE IN INFORMATION

## ENSURING RELIABILITY FROM END TO END

In life sciences, quality isn't just a standard—it's a commitment to the patients who depend on the products and services we enable. At Astrix, Excellence means consistently delivering work of the highest quality, and we expect the same from our partners.

There are, of course, “gray areas” in which you will need to apply your best judgment in making sure you do not disclose any confidential information.

### //Product Security & Anti-Counterfeiting

Counterfeit, diverted, stolen, or tampered products pose serious risks to patient safety and public health. They also undermine trust in legitimate supply chains and the companies that operate them.

Implement controls to prevent illegal trade throughout your supply chain.

This includes physical security measures to prevent theft or unauthorized access, chain-of-custody procedures to maintain traceability, authentication technologies where appropriate, and vigilance in detecting suspicious activities.

If you suspect illegal trade, counterfeit products, or other supply chain integrity issues related to Astrix or client products, inform us immediately.

Provide reasonable assistance in any related investigations. Protecting supply chain integrity is a shared responsibility.

### //Quality Standards & Processes

Quality is built through disciplined adherence to defined processes, standards, and procedures. Follow all approved standards, specifications, and work instructions provided by or agreed with Astrix. Don't deviate from established processes without appropriate change management and approval.

Complete all required training before performing activities or tasks. Training ensures you have the knowledge, skills, and competencies necessary to perform work correctly and safely. Maintain records of training completions to be shared with Astrix upon request.

If you identify quality issues, non-conformances, or deviations, report them promptly. Investigate root causes and implement corrective and preventive actions. A culture of continuous improvement requires transparency about problems and commitment to learning from them.



# QUALITY & SUPPLY CHAIN INTEGRITY: CONTINUED

## SUPPLY CHAIN DUE DILIGENCE

You're responsible for the conduct of your own suppliers and subcontractors when they perform work related to Astrix's business. Conduct appropriate due diligence before engaging suppliers. Assess their capabilities, quality systems, compliance programs, and commitment to ethical and sustainable practices.

Flow down relevant requirements from this Supplier Code of Conduct through your supply chain. Make clear to your suppliers that work performed for Astrix, directly or indirectly, must meet these standards. Monitor their performance and address issues when they arise.

Maintain visibility into critical tiers of your supply chain, particularly where risks are higher. This visibility enables more effective risk management and ensures that the standards we're asking of you extend throughout the value chain.

For example, Astrix may be required by law (e.g., in response to a subpoena or warrant) to monitor, access, and disclose the contents of corporate email, voicemail, computer files, and other materials on our electronic facilities or our premises.



# TRANSPARENCY & ACCOUNTABILITY: BUILDING TRUST THROUGH ACTION

## MANAGEMENT COMMITMENT

Leadership sets the tone. Assign senior leadership accountability for compliance with this Supplier Code of Conduct. Allocate adequate resources—people, budget, time, and attention—to meet these expectations. Integrate these principles into your company's values, culture, and decision-making.

Demonstrate commitment through visible actions: communicating expectations clearly, recognizing exemplary conduct, addressing violations consistently, and continuously reinforcing that ethical, sustainable, and responsible practices are non-negotiable.



## Risk Management

Understanding any risk is the first step in effectively managing it. Implement systems to identify, assess, and prioritize risks across all areas addressed in this Code—ethics, human rights, health and safety, environment, data security, and quality.

Once risks are identified, develop mitigation strategies and controls. Monitor the effectiveness of these controls through inspections, audits, data analysis, and feedback from workers and stakeholders. Adjust your approach as risks evolve or new risks emerge.

Include in the risk assessment consideration of your own third parties. Where you rely on suppliers, contractors, or service providers to deliver services or products for Astrix, assess and manage the risks they introduce.

## Training & Communication

People can't meet expectations they don't understand. Communicate this Supplier Code of Conduct to all relevant managers, employees, contractors, and suppliers who perform work related to Astrix business. Make it accessible in languages your workforce understands.

Provide training that builds knowledge, skills, and competencies needed to meet these requirements. Training should be tailored to roles and risks frontline workers need different training than managers, and those handling confidential data need specialized cybersecurity training.

Don't treat training as a one-time exercise. Refresh training regularly, particularly when requirements change, when new risks emerge, or when performance indicates gaps in understanding.



# TRANSPARENCY & ACCOUNTABILITY: CONTINUED

## Monitoring & Verification

Trust, but verify. Conduct periodic reviews of your operations, management systems, and supply chain to assess compliance with this Code. This might include internal audits, self-assessments, third-party audits, or certifications.

Be honest in your assessments. The goal isn't to hide problems—it's to identify and address them. When you identify gaps, document them, develop corrective action plans, and monitor their implementation.

Allow Astrix or our authorized representatives to verify your compliance through audits, site visits, questionnaires, or document reviews upon reasonable notice. Provide access to relevant facilities, records, and personnel as needed. View these assessments as collaborative opportunities to strengthen our partnership, not adversarial inspections.

If you identify deviations from this Code in your operations or supply chain, inform Astrix. We're committed to working with partners to address issues constructively. Transparency about challenges enables us to provide support and ensures we can meet our own commitments to clients and stakeholders.

## Continuous Improvement

Excellence is a journey, not a destination. Set performance objectives for areas covered in this Code—safety metrics, environmental targets, quality indicators, diversity goals. Measure progress against these objectives and hold yourself accountable.

When you don't meet objectives, investigate why. When you do meet them, celebrate—then set more ambitious targets. Continuous improvement means you're better this year than last year, and you're committed to being better next year than you are today.

Share your progress. Where appropriate, publicly report your environmental, social, and governance (ESG) performance. Consider third-party verification of your data and commitments through platforms like EcoVadis, CDP, or validation of science-based targets through SBTi. Transparency about performance—both achievements and challenges—builds credibility and drives accountability.

This policy applies to all team members and extended members working for Astrix. Nothing in Astrix's policy is intended, nor should be interpreted, to interfere with any employee's rights under local, state, or country laws.



# SPEAK UP: REPORTING CONCERNS

## CREATING A CULTURE WHERE EVERY VOICE MATTERS

At Astrix, we're deeply committed to maintaining an environment where concerns can be raised without fear of retaliation. Our Collaborative culture thrives when people feel safe speaking up about issues, asking questions, and challenging practices that don't align with our values.

We expect you to foster this same culture in your organization. Establish and maintain clear channels for workers to report concerns, violations, or potential compliance issues. Make these channels accessible, confidential to the extent possible, and free from retaliation.

Encourage everyone in your workplace employees, contractors, and your own suppliers to report concerns when they see conduct inconsistent with this Code, company policies, or applicable laws. Treat every report seriously. Investigate thoroughly and take appropriate action based on findings.

Never retaliate against anyone who raises concerns in good faith. Retaliation might include termination, demotion, harassment, exclusion, or any other adverse action taken because someone reported a concern. Prohibiting retaliation isn't just about policy it's about creating a culture where people trust that doing the right thing won't harm their careers or livelihoods.

## WHEN TO REPORT TO ASTRIX?

**Some situations require direct communication with Astrix. Report to us when you:**

Identify conduct by your organization or your supply chain that violates this Code or raises significant ethical, legal, compliance, or sustainability concerns. Discover potential fraud, bribery, corruption, or financial misconduct related to Astrix business. Suspect or confirm modern slavery, human trafficking, child labor, or other serious human rights violations in your operations or supply chain. Experience a data breach, cybersecurity incident, or unauthorized access involving Astrix or client information. Face government investigations, enforcement actions, legal proceedings, or regulatory findings related to work you perform for Astrix. Identify and address product quality issues, safety concerns, or risks to supply chain integrity that affect Astrix or client products. If you are asked to do something that conflicts with this Code or doesn't feel right, even if you can't articulate exactly what law or policy it might violate, it is essential to report it.

### How to Report?

**You can reach Astrix through multiple channels:**  
**Your Astrix Business Contact: Often the quickest and most direct way to address concerns.**

**Astrix Ethics Hotline: at (888) 315-8028 (anonymous) or by emailing [hr@astrixinc.com](mailto:hr@astrixinc.com)**

**Written Correspondence should be sent to:**

**Astrix Technology, LLC  
Attention CHRO  
125 Half Mile Road, Suite 200  
Red Bank, NJ 07701, USA**

When you report a concern, provide as much detail as possible—what happened, when, where, who was involved, and any supporting evidence or documentation. The more specific your report, the more effectively we can investigate and respond.

We take all reports seriously. We'll investigate promptly, maintain confidentiality to the extent possible, keep you informed of progress where appropriate, and take corrective action when warranted. And we will not tolerate retaliation against you for raising concerns in good faith.



# PARTNERSHIP IN ACTION: MOVING FORWARD TOGETHER

This Supplier Code of Conduct is more than a compliance document—it's an articulation of the values that define us and an invitation to join us in our mission to transform life sciences through innovation, integrity, and impact.

We recognize that you may have your own values, policies, codes of conduct, and ethical standards. We celebrate this. We're not asking you to abandon what makes your organization unique. We're asking you to ensure your standards are consistent with or exceed what we've outlined here, and to join us in demonstrating through action that doing business the right way matters.

For certain sensitive activities, specific Astrix policies or procedures may apply. When that's the case, we'll specify these requirements in writing in our contracts or through other appropriate communications. We'll also provide the support and resources you need to meet these specialized requirements.

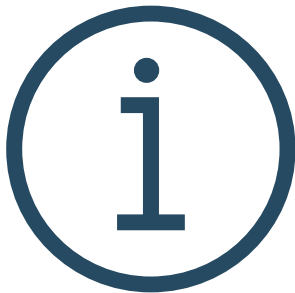
## YOUR COMMITMENT HELPS US:

Deliver exceptional outcomes for our clients in the life sciences industry. Build resilient, sustainable, and ethical supply chains that create long-term value. Make a positive social and environmental impact in the communities where we operate. Maintain the trust of patients, regulators, clients, and society—trust that must be earned every day through consistent ethical conduct. Attract and retain talented people who want to work for organizations that stand for something beyond profit.

## TOGETHER, WE CAN:

Advance life sciences in ways that improve patient outcomes and expand access to care. Champion human rights and dignity for workers throughout global supply chains. Drive meaningful action on climate change and environmental sustainability. Foster innovation by bringing diverse perspectives and expertise to complex challenges. Build a legacy we're proud of—one where business success and positive impact are inseparable.

# RESOURCES & SUPPORT



We're committed to supporting you in meeting these expectations. The following Astrix policies, standards, and resources complement this Code and are available upon request or through our supplier portal:

- Astrix Employee Handbook
- Code of Ethics and Business Conduct

If you have questions about this Code, need clarification on specific requirements, or want to discuss implementing these standards in your organization, reach out. We're here to support you.



**Contact Information:**

**General Inquiries:** Your Astrix business sponsor or account manager

**Sustainability & ESG:**  
[sustainability@astrixtechnology.com](mailto:sustainability@astrixtechnology.com)

# ACKNOWLEDGMENT AND ACCEPTANCE

By conducting business with Astrix Technology, you acknowledge that you have read, understood, and agree to comply with this Supplier Code of Conduct. You further commit to:

- Communicating these requirements throughout your organization and to relevant third parties in your supply chain
- Implementing appropriate policies, procedures, and controls to meet these standards
- Training your personnel on applicable requirements
- Monitoring compliance and addressing gaps or violations
- Reporting concerns or issues to Astrix when required
- Participating in verification activities as requested by Astrix
- Continuously improving performance in areas addressed by this Code

This commitment is fundamental to our partnership. Together, we're not just conducting business—we're building a better future for the life sciences industry and the patients we ultimately serve.