

## **WuXi AppTec Co., Ltd.**

### **Supplier Code of Conduct**

#### **Our Vision**

"Every drug can be made and every disease can be treated" by building an open-access platform with the most comprehensive capabilities and technologies in the global healthcare industry. We expect that the suppliers and third-party partners who maintain a business relationship with WuXi AppTec respect and support this vision.

#### **Laws and Regulations**

WuXi AppTec's suppliers shall operate legally in accordance with all applicable laws and regulations. Laws and regulations include, but are not limited to, business ethics, quality management, labor standards, occupational health and safety and environmental protection in their respective countries and regions.

#### **Business Ethics**

- It is essential to comply with the standards for appropriate commercial behavior, including accurate and authentic quotation plans and other behaviors that encourage fair competition. Price fixing, bid rigging, and other fraudulent behavior are strictly prohibited.
- Bribery, kickbacks, inappropriate gifts or hospitality, work arrangements for relatives and friends, and other improper incentives are strictly prohibited.
- Financial or professional conflicts of interest with WuXi AppTec are prohibited.
- Any confidential information provided by WuXi AppTec should be protected and used properly.

#### **Quality Management**

- Establish and maintain quality control standards to ensure that the products and services provided meet the highest quality needs of customers.
- If there are any changes in product specifications, service plans, secondary supplier arrangements, raw materials, component manufacturer or country of origin from what was originally agreed, the supplier shall notify the relevant business contact persons at WuXi AppTec in advance and explain its potential impact.

#### **Labor Standards**

- Maintain an inclusive, collaborative and equitable working environment.
- Refrain from engaging in any form of human trafficking and forced labor.
- Coercion, fraud or use of child labor (employment below the local age to engage in labor) is prohibited.
- Any discrimination based on race, color, age, religion, sex, pregnancy, disability, sexual orientation or any additional category protected by law is prohibited.
- Behaviors including abuse, corporal punishment, coercion, threats, and other inhumane treatment are forbidden.
- Remuneration should be at or above the local statutory minimum wage.

### **Occupational Health and Safety**

- Provide the necessary facilities and equipment to ensure the safety of employees and visitors.
- Regularly conduct occupational health-related assessments and tests, and have programs in place to monitor employee occupational health.
- Suppliers shall identify and assess potential safety risks in the workplace and minimize their impact by implementing emergency response plans and procedures.
- Provide necessary occupational health and safety training for employees.
- On-site suppliers must comply with WuXi AppTec's EHS management systems and policies.

### **Environmental Protection and R&D Ethics**

- Operations must comply with local environmental protection laws and regulations.
- Suppliers are encouraged to use their best efforts to preserve the environment by reducing or eliminating emissions generated by their activities.
- Suppliers should comply with global animal welfare standards, treating any animals used in their activities morally and humanely, and follow the principles of the 3Rs, replacing, refining and reducing animal experiments in laboratory research.

### **Reporting Channels**

WuXi AppTec has monitoring and reporting channels, including a reporting mailbox and reporting hotlines. Suppliers shall make all reasonable efforts to report any violations of ethics and compliance by WuXi AppTec employees and by any other suppliers to WuXi AppTec.

Reporting mailbox: [InternalAudit@wuxiapptec.com](mailto:InternalAudit@wuxiapptec.com)

Reporting hotline: 021-50464347/400-820-6869

WuXi AppTec reserves the right to request corrective action if any violation of this Code is discovered and to terminate cooperation with any supplier that does not comply with or violates this Code.