

## BioAgilytix Supplier Code of Conduct

### Introduction

BioAgilytix is committed to conducting business ethically, sustainably, and responsibly. This Supplier Code of Conduct outlines the expectations we have of our suppliers, vendors, and business partners.

#### 1. Compliance with Laws and Regulations

- a. Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to labor, health and safety, the environment, and anti-corruption.

#### 2. Environmental Considerations

- a. **Environmental Stewardship:** Suppliers must comply with all applicable environmental laws and regulations and strive to minimize their environmental impact. This includes reducing energy consumption, managing waste responsibly, and minimizing pollution.
- b. **Energy Consumption and GHGs:** Suppliers will demonstrate a commitment to reducing their energy consumption and greenhouse gas (GHG) emissions and support the use of renewable energy sources and energy-efficient technologies.
- c. **Biodiversity:** Suppliers will utilize natural resources efficiently and sustainably. We expect suppliers to actively seek ways to reduce resource consumption and preserve biodiversity.
- d. **Materials, Chemicals, and Waste:** Suppliers must comply with all applicable industry regulations related to the handling, storage, and disposal of chemicals and hazardous waste. Suppliers are encouraged to implement robust waste management and recycling programs.

#### 3. Social Responsibility and Human Rights

Suppliers will comply with the fundamental standards as outlined by the International Labour Organization, including, but not limited to:

- a. **Fair Employment Practices:** Suppliers must ensure fair treatment of their employees, respecting their rights to freely choose employment, fair wages, and reasonable working hours.
- b. **No Child Labor:** Suppliers shall not employ individuals below the legal minimum working age and must comply with all relevant child labor laws.
- c. **No Forced Labor:** Suppliers must not engage in any form of forced, bonded, or involuntary labor.
- d. **Non-Discrimination:** Suppliers must provide equal opportunities to all employees and job applicants, prohibiting discrimination based on race, color, age, gender, sexual orientation, disability, religion, political opinion, nationality, or any other characteristic protected by law.
- e. **Freedom of Association:** Suppliers must respect the rights of employees to freely associate, organize, and bargain collectively.
- f. **Workplace Safety:** Suppliers must provide a safe and healthy working environment for their employees, adhering to all relevant health and safety regulations. This includes taking appropriate precautions to prevent accidents and injuries.



#### 4. Ethical Practices

- a. **Anti-Corruption and Bribery:** Suppliers must conduct business with integrity, avoiding any form of corruption, bribery, or unethical practices. This includes refraining from offering, giving, or accepting bribes, kickbacks, or other forms of improper payments.
- b. **Conflict of Interest:** Suppliers must avoid conflicts of interest or situations where their interests might conflict with those of BioAgilytix. Any potential conflict of interest should be disclosed promptly.
- c. **Confidentiality and Intellectual Property:** Suppliers must respect the confidentiality of all information shared by BioAgilytix and safeguard intellectual property rights. They must not disclose or use confidential information without prior authorization.
- d. **Data Privacy and Security:** In the event of a data privacy or security incident that may impact BioAgilytix, suppliers must notify us immediately, provide details of the incident and ongoing communication, and take all reasonable steps to mitigate any harm caused by the incident and implement corrective measures to prevent incidents from occurring in the future.
- e. **Fair Competition:** Suppliers must compete fairly in the marketplace, complying with all applicable antitrust and competition laws.
- f. **Animal Welfare:** Suppliers who are supplying samples from animals, including non-human primates, must comply with all applicable regulations, which may include the Animal Welfare Act (AWA), the Public Health Service (PHS) Policy on Human Care and Use of Laboratory Animals, and guidelines from the National Institutes of Health (NIH) and the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC).

#### 5. Supplier Diversity, Equity, and Inclusion (DEI)

- a. **Diversity and Inclusion:** Suppliers are encouraged to foster diversity and inclusion within their workforce, promoting an inclusive culture that respects all individuals.

#### 6. Monitoring and Compliance

- a. **Audits and Assessments:** BioAgilytix reserves the right to conduct audits and assessments of suppliers to ensure compliance with this Code of Conduct. Suppliers are expected to cooperate fully with these assessments.
- b. **Corrective Actions:** If a supplier is found to be in violation of this Code, BioAgilytix will work with the supplier to address the issue. Continued non-compliance may result in the termination of the business relationship.
- c. **Reporting Violations:** Suppliers must report any known or suspected violations of this Code of Conduct to BioAgilytix. Reports can be made confidentially and without fear of retaliation.

#### 7. Continuous Improvement

Suppliers are expected to continuously improve their practices in line with the principles outlined in this Code. BioAgilytix encourages suppliers to adopt innovative practices that further sustainability, social responsibility, and ethical business practices.



**Conclusion**

Adherence to this Supplier Code of Conduct is essential to maintaining a successful and mutually beneficial relationship with BioAgilytix. We value our suppliers and look forward to working together to promote a sustainable and ethical supply chain.

**Approved by: Maureen Marchek**  
**Title: Chief Financial Officer**  
**Effective Date: September 30, 2025**

**Authorized signatory on behalf of supplier**

Please sign and return to your BioAgilytix point of contact and [legal@bioagilytix.com](mailto:legal@bioagilytix.com). Alternatively, you may provide your internal Code of Conduct and we will determine if it meets BioAgilytix standards.

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**Name**

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**Title**

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**Date**

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**Signature**

