

## **WuXi AppTec Co., Ltd. Supplier Code of Conduct**

WuXi AppTec Co., Ltd. ("WuXi AppTec" or "we") is committed to sustainable business practices and aims to uphold the highest ethical standards. WuXi AppTec's suppliers shall operate legally in accordance with all applicable laws and regulations and internationally recognized environmental, social and corporate governance standards. Laws and regulations include, but are not limited to, business ethics, quality, labor, occupational health and safety and environmental protection in the respective countries and regions where we operate.

We expect all supplier sites and activities to strictly observe and comply with all principles and expectations set forth in WuXi AppTec's *Supplier Code of Conduct* (the "Code"), as well as in other policies that may be delivered by WuXi AppTec to suppliers from time to time.

WuXi AppTec reserves the right to assess (by WuXi AppTec or selected third parties) a supplier's compliance with the Code via questionnaires, documentation review and/or an onsite audit. In the event that WuXi AppTec becomes aware of any actions or conditions not in compliance with the Code, we reserve the right to take appropriate mitigation steps, which may include but are not limited to termination of an agreement with a supplier.

The Code is to be regularly reviewed and updated as necessary. It is the responsibility of individual suppliers to read, understand and comply with the up-to-date version of the Code.

### **Business Ethics**

- Compliance with industry standards for commercial behavior is crucial, including the provision of accurate and authentic quotation plans and other behaviors that encourage fair competition. Any form of fraudulent activity such as price fixing and bid rigging is strictly prohibited.
- Strict adherence to local laws and regulations related to anti-corruption is expected, including those outlawing any form of corruption, embezzlement, bribery and other improper transfer of benefits.
- Appropriate measures are taken to promptly and truthfully address and report potential conflicts of interest.
- Infringement or misuse of intellectual property rights is prohibited.
- Confidential information provided by WuXi AppTec must be protected and treated with due care.

### **Quality Management**

- Suppliers should establish and maintain quality control standards to ensure that provided products and services meet the highest quality needs of customers.
- Relevant business contacts at WuXi AppTec must be notified and informed of potential impacts from changes to product specifications, service plans, raw materials, secondary

supplier arrangements, component manufacturer or country of origin from what was originally agreed upon by the supplier.

### **Labor Standards**

- An inclusive, collaborative and equitable working environment must be maintained at all sites.
- Any form of human trafficking or forced labor is outlawed.
- The use of child labor, in any form, is prohibited.
- WuXi AppTec prohibits abuse, corporal punishment, coercion, and other inhumane treatment of employees.
- Discrimination and harassment based on race, color, age, religion, sex, pregnancy, disability, sexual orientation or any additional category protected by law is prohibited.
- Suppliers must compensate employees according to applicable wage laws and regulations, including minimum wages, overtime pay and mandated benefits. Working hours for employees will not exceed the maximum set by applicable laws or regulations.
- An employee's rights to freedom of association and collective bargaining are set by local laws and shall not be infringed.

### **Occupational Health and Safety**

- Safety facilities, equipment and procedures should be provided to ensure the safety of employees and visitors.
- Suppliers should conduct employee occupational health-related assessments and tests, in addition to other programs to regularly monitor employee occupational health.
- Potential safety risks in the workplace must be identified and assessed to inform emergency response plans and procedures.
- Occupational health and safety training for employees should be offered by the supplier.
- Adherence with WuXi AppTec's occupational health and safety management systems and policies for on-site suppliers.

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

- Local environmental protection laws and regulations in business operations must be followed.
- Encourage the implementation of effective measures to prevent and mitigate environmental pollution and protect biodiversity.
- WuXi AppTec encourages the implementation of waste reduction initiatives to reduce or avoid the generation of air emissions, wastewater and hazardous waste by improving process technology and selecting clean raw materials wherever possible.
- Suppliers should use their best efforts to preserve the environment by improving energy use efficiency and reducing or eliminating greenhouse gas emissions generated by their activities.
- Maintain global animal welfare standards, including the moral and humane treatment of animals, as well as the principles of the 3Rs, replacing, refining and reducing animal experiments in laboratory research.

### **Reporting Channels**

WuXi AppTec has monitoring and reporting channels available as necessary, including a reporting mailbox and reporting hotlines. Suppliers shall make all reasonable efforts to report any violations of the Code to WuXi AppTec.

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

Reporting hotline: +86(21)5046-4347

This is the third version of the WuXi AppTec Supplier Code of Conduct, updated in July 2024, which supersedes all previous versions. The first version of the Supplier Code of Conduct took effect in May 2022.