

BTG Supplier Code of Conduct

Introduction

BTG is a global healthcare company. Key to our success is the quality of our people and the way we conduct our business. This responsibility extends to those companies with whom we partner and rely upon for products and services.

We are committed to responsible and sustainable business practices that deliver value for patients, physicians, employees, investors, and society. BTG expects suppliers to operate to high standards in alignment with BTG's Code of Conduct and in line with BTG's Values. Acknowledgment of understanding and committing to comply with this Code is a condition of being a supplier of product and services to BTG.

BTG reserves the right to verify Supplier compliance with this code.

Ethics

- **Business Integrity and Fair Competition.** Supplier shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust and other relevant laws.
- **Bribery and Corruption.** Supplier will not offer, provide, authorize or accept anything of value, including avoiding the perception of doing so, to inappropriately influence a decision, reward for past actions, or gain an unfair advantage.
- **Identification of Concerns.** All workers are to be encouraged to report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment. Supplier shall investigate and take corrective action if needed.
- **Clinical Trials.** Clinical Trials are to be conducted in accordance with all international guidelines, the current national and local laws and regulations and the strictest medical, scientific and ethical principles.
- **Privacy.** Supplier shall safeguard and make only proper use of personal data and confidential information to ensure that Company, worker, and privacy rights of all individuals are protected. Supplier is relied upon to maintain compliance with applicable laws related to data protection and cyber-security.
- **Conflict of Interest.** Supplier will disclose any actual or potential conflicts of interest to BTG management.
- **Trade Compliance.** Supplier will import, export and engage in all forms of trade in a legal and ethical manner.
- **Conflict Minerals.** Supplier will ensure that products supplied to BTG do not contain metals derived from minerals or their derivatives originated from conflict regions. As such, the Supplier will have a due diligence process to ensure sourcing of materials is ethical and legal.

Human Rights

BTG's Code of Conduct incorporates a responsibility to protect human rights. BTG expects suppliers to respect the human rights of workers and to eliminate all forms of forced and compulsory labour in its own business and in its supply chain.

Labour

- **Freely Chosen Labour.** Supplier shall not use forced, bonded or indentured labour or involuntary prison labour.
- **Child Labour.** Supplier shall not use Child Labour. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education
- **Non-discrimination.** Supplier shall provide a workplace free of harassment and discrimination.

- **Fair Treatment.** Supplier shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.
- **Wages, Benefits and Working Hours.** Supplier shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits.
- **Freedom of Association.** Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Supplier shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labour unions, seek representation and join workers' councils.

Health & Safety

- **Worker Protection.** Supplier shall protect workers from exposure to chemical, biological, physical hazards and physically demanding tasks in the work place and in any company provided living quarters.
- **Process Safety.** Supplier shall have programmes in place to prevent or mitigate catastrophic releases of chemicals.
- **Emergency Preparedness and Response.** Supplier shall identify and assess emergency situations in the workplace and any company provided living quarters, and to minimize their impact by implementing emergency plans and response procedures.
- **Hazard Information.** Safety information relating to hazardous materials, including pharmaceutical compounds and pharmaceutical intermediate materials, shall be available to educate, train, and protect workers from hazards.

Environment, Animal Welfare, & Sustainability

- Supplier shall operate in a way to minimise any adverse impact on the environment.
- Supplier shall be compliant with all applicable environmental regulations.
- Animal testing will be minimised. Alternatives should be used wherever these are scientifically valid and acceptable to regulators.
- Supplier will protect the welfare of animals required for use in research or used in the supply chain. Impacted suppliers will adhere to all legal and BTG requirements.
- Supplier is to have systems in place to ensure the appropriate management of waste and emissions.
- Supplier shall have systems in place to prevent or mitigate against accidental spills and releases to the environment.
- Supplier shall facilitate continuous improvement efforts to implement sustainable practices.

Reporting Concerns and Violations

If suppliers have concerns or observe a violation of law, regulation or BTG requirements, promptly report to BTG. If for any reason, there is discomfort reporting through BTG normal reporting lines, a third-party option is available. BTG contracts a third-party to receive calls or electronic reports (see web address below), with an anonymity option available. In addition to the local telephone numbers provided below, callers may also reverse the charges.

Country	Phone	Country*	Phone
Australia	1800058356	Italy	800969727
Austria	0800070348	Spain	900822515
Belgium	080081611	Taiwan	0800666353
China	4008811481	United Kingdom	08000850468
France	0805542495	United States	8774407227
Germany	08007243449	*Web Reporting	www.tnwgrc.com/BTG