



Supplier Code of Conduct

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Cryosite Limited ACN 090 919 476 (**Company**)

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Supplier code of conduct

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1. Overview of Code of Conduct

- (a) This is the Supplier Code of Conduct for Cryosite Limited ACN 090 919 476 and all of its subsidiaries (**Company**).
- (b) The Company is fully aware of the responsibility we bear towards our clients, employees, and the communities in which we work. Therefore, we have given ourselves a set of ethical standards to guide us in our business dealings.
- (c) The purpose of this Code of Conduct is to:
 - (i) ensure that each of our suppliers (i.e., any entity, not excluded under 1d, that does business with any company or division of the Company including any vendor or business partner) (a **Supplier**) adhere to the same ethical standards; and
 - (ii) prescribe a set of minimum standards for doing business with any Suppliers.
- (d) This Code of Conduct does not apply to suppliers or providers of ancillary services not deemed to be critical to a key business process of the Company's, or to a TGA regulated GMP process.

2. Law and ethical standards

Each Supplier must comply with all laws applicable to its business. The Supplier should support the principles and rights under the United National Global Compact, the UN Universal Declaration of Human Rights and the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, including:

- (a) respect for the fundamental rights and freedoms of all people;
- (b) promoting freedom of association and right to collective bargaining;
- (c) eliminating forced or compulsory labour and child labour; and
- (d) eliminating discrimination in respect of employment and occupation.

These principles specifically apply to all aspects of human rights and fair labour practices set out below.

3. Application of this Code of Conduct

Subject to the exclusion within 1d above, the Supplier Code of Conduct applies to conduct of all personnel engaged by and undertaking work on behalf of the Supplier in its business, regardless of whether they be casual, short-term or contracted workers or where they may be located.

You are expected to read and familiarise yourself with this Supplier Code of Conduct. Please contact the Company's CQO for further information or if you have any questions you may have on the application of this Code of Conduct to you.

4. Human rights, modern slavery and fair labour

4.1 Modern Slavery

The Company is committed to a zero-tolerance approach to all forms of modern slavery practices in its supply chain. The Company defines modern slavery in accordance with the definition provided in the *Modern Slavery Act 2018* (Cth), that is including:

- (e) slavery;
- (f) servitude;
- (g) forced labour;
- (h) deceptive recruiting;
- (i) forced marriage;
- (j) debt bondage;

- (k) trafficking in persons; and
- (l) the worst forms of child labour.

4.2 Child labour

The Supplier must not employ children under the legal age of employment in any country or local jurisdiction. If the minimum age of employment is not defined, it will be 15 years of age. Workers under the age of 18 must only perform work in accordance with legal requirements (e.g. with regards to working time, wages and working conditions) and subject to any requirement regarding education or training.

4.3 Forced labour

- (a) The Supplier must not use any form of forced, bonded or involuntary labour. All labour must be voluntary.
- (b) Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits and any other personal legal documents).
- (c) The Supplier must ensure that workers do not pay fees, make any payments, or incur any loans or other liabilities connected to obtaining employment throughout the hiring process and the employment period. If any such fee or payment is found to have been paid by a worker, the Supplier must pay an amount equal to the fee or payment to the worker. The Supplier must be responsible for payment of all fees and expenses (e.g. licences and levies) relating to workers, where legally required.
- (d) Punishment and/or mental or physical coercion are prohibited. Disciplinary policies and procedures must be clearly defined and communicated to the workers.

4.4 Conditions of employment, compensation and working hours

- (a) The Supplier must ensure that employment contracts and conditions are provided in terms and in a language that are clearly understood by the workers.
- (b) The Supplier must comply with all applicable federal and state laws and mandatory industry standards regarding maximum working hours, overtime, fatigue management/days of rest, wages, and benefits.
- (c) The Supplier must pay workers in a timely manner and clearly convey the basis on which workers are being paid.
- (d) Deductions from wages as a disciplinary measure must not be allowed, if not legally permitted and even where legally permitted, should be minimised.

4.5 Freedom of association and collective bargaining

- (a) The workers of the Supplier must be free to join or not to join a union/employee representation of their choice, free from threat or intimidation.
- (b) The Supplier recognises and respect the right to collectively bargain in accordance with applicable laws.

4.6 Diversity

- (a) The Supplier must not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin, or any other characteristic protected under applicable laws.

5. Work Health & Safety

- (a) The Company expects its Suppliers to strive to implement federal and state standards of work health and safety at a high level by applying a health and safety management approach appropriate to its business.
- (b) The Supplier must comply with applicable federal and state work health and safety regulations and provide a work environment that is safe and conducive to good health, in order to preserve

the health of workers, safeguard third parties and prevent accidents, injuries and work-related illness. This includes regular workplace risk assessments and the implementation of adequate hazard control and precautionary measures. Workers are to be adequately educated and trained in health and safety issues.

6. Data protection and disclosure of information

- (a) The Supplier must adhere to relevant data protection and security laws and to respective regulations, in particular with regard to personal data of customers, consumers, employees and shareholders.
- (b) The Supplier must safeguard and make only appropriate use of confidential information. The Supplier must not disclose any information that is not known to the general public.
- (c) The Supplier must accurately record information regarding its business activities, workers, health and safety, and environmental practices.

7. Bribery and corruption

- (a) The Supplier must comply with all national and international anti-bribery regulations as well as applicable anti-corruption laws, regulations, and standards.
- (b) The Supplier must not (either directly or indirectly) offer or promise to provide anything of value to improperly influence an official or act to secure improper advantage in order to obtain or retain Cryosite's business.

8. Trade regulation, fair competition and insider trading

- (a) The Supplier must comply with all applicable trade and import regulations including sanctions and embargoes that apply to their activities.
- (b) The Supplier must comply with applicable competition and anti-trust laws.
- (c) The Supplier must comply with all applicable laws and regulations concerning insider trading and must not engage in insider trading to the extent the Supplier gains access to non-public information about the Company, its customers or business partners.

9. Money laundering & financial records

The Supplier must comply with applicable laws and regulations designed to combat money laundering activities. The Supplier must maintain financial records and reports according to international laws and regulations.

10. Conflicts of interest

A conflict of interest arises when an individual has a private/personal interest which could appear to influence their decisions. Such conflict-of-interest situations include a relationship by blood or marriage, partnership, business relationship business partnership or investment. The Supplier must disclose any actual or potential conflict of interest with the Company personnel of which it is or becomes aware.

11. Environment

- (a) The Company expects our Supplier to comply with all applicable environmental laws, regulations and standards.

12. Responsible sourcing of goods and materials

The Company expects its suppliers to strive to:

- (a) ensure its procurement and sourcing practices are ethical and in accordance with human rights and law;
- (b) take appropriate steps to mitigate and manage identified risks.

13. Business continuity planning

The Supplier must be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemics, infectious diseases, worker shortages). This preparedness especially includes business continuity and disaster recovery plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

14. Business partner dialogue

The Supplier will encourage its own suppliers to adhere to this Supplier Code of Conduct as part of fulfilling their contractual obligations with the Supplier.

15. Community engagement

The Supplier will support the Company in its community engagement commitments and initiatives.

16. Reporting concerns

The Company supports and encourages the Supplier's personnel to raise genuine grievances and report any breach or suspected breach of the Supplier Code of Conduct by the Supplier. The Supplier must protect whistleblower confidentiality for any personnel who raise concerns with the Company.

The CQO contact details for reporting such concerns are:

Position: Chief Quality Officer

Email: quality@cryosite.com

17. Compliance with the Supplier Code of Conduct

The Company reserves the right, upon reasonable notice, to check compliance with the requirements of the Supplier Code of Conduct.