

Supplier Code of Conduct

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Introduction

Prescient's clients develop life-changing treatments. As we help our clients enhance the lives of patients around the world, we also strive to enhance the wellbeing of our employees and communities. We have a duty to treat all stakeholders with dignity and respect, and this can only be done if our suppliers do the same. We therefore demand that our business partners operate in an ethical, socially responsible and environmentally focused way that aligns with our values. Information about Prescient's values and our environmental, social and governance (ESG) program is available at www.prescienthg.com. This Supplier Code of Conduct outlines specific expectations we have of all third parties ("Suppliers") providing services to Prescient.

Compliance with this Code of Conduct shall be a condition of all Suppliers' contractual and commercial relationships with Prescient.



Ethics and Business Integrity

Compliance with Laws

Suppliers must identify and comply with applicable local laws, regulations and relevant customer requirements, and only engage with providers that do the same.

Anti-Bribery and Anti-Corruption

Suppliers must not pay or accept bribes or participate in other illegal inducements in business or government relationships, either directly or through the use of intermediaries. Suppliers must not offer anything of value to improperly influence the decisions or actions of others. Suppliers must ensure they have adequate systems in place to prevent and detect bribery and other corrupt behavior.

Confidentiality

Suppliers may gain access to sensitive, proprietary or confidential information about Prescient. Depending on the services they provide, they may also gain access to such information about third parties, including Prescient's clients. Suppliers must take appropriate measures to protect such information and prevent its disclosure to any unauthorized recipients or third parties. In the event that a breach of Prescient information occurs, the Supplier shall promptly notify Prescient pursuant to the terms of its service agreement.

Conflicts of Interest

Suppliers must avoid situations that could create a conflict between their interests, Prescient's interests and the interests of Prescient's clients. Suppliers shall promptly inform Prescient in the event that any such situation arises.

Intellectual Property

Suppliers may gain access to or create intellectual property (IP) that belongs to Prescient or its clients. Suppliers must not use or disclose this IP, or make any claims to it. Furthermore, Suppliers must not violate third parties' IP rights when providing services to Prescient.

Data Privacy

Suppliers shall comply with applicable privacy and data protection laws and ensure the protection, security and lawful use of personal data. Suppliers must take steps to ensure the collection, use, retention, sharing and/or disclosure of personal data is fair, transparent and secure. Suppliers shall:

- Comply with cross-border transfer requirements
- Only act on Prescient's direction when acting as a data processor
- Ensure that privacy requirements are communicated to approved sub-contractors and impose obligations that reflect their data protection agreements with Prescient

Cyber Security

Suppliers shall ensure that they have in place appropriate people, organizational, physical and technological controls to preserve the confidentiality, integrity and availability of information and systems according to recognized industry standards. Suppliers must implement procedures to monitor and maintain the effectiveness of these controls, establish a process for continual improvement and adequately manage risks.

Responsible Use of AI

Suppliers shall design or use data-driven technologies, including artificial intelligence (AI), on behalf of Prescient only in accordance with relevant regulations and with Prescient's prior written consent. In the event that such consent is granted, Suppliers shall abide by the principles of data protection by design and default, and ensure fairness, accountability, sustainability and transparency for any personal data that may be processed by these technologies. Furthermore, Suppliers shall not upload information to AI platforms in violation of the IP rights of Prescient, its clients or third parties.

Interactions with HCPs

Suppliers may need to interact with healthcare providers (HCPs) on Prescient's behalf. Under no circumstances should any such interactions be used to influence HCPs' medical decisions or prescribing behavior. In the event that transfers of value are made to an HCP, Suppliers shall maintain a record of such transfers and allow such records to be audited upon request.



Human Rights

Freely Chosen Employment, Anti-Slavery and Anti-Trafficking

Suppliers shall not use any form of forced or involuntary labor, including bonded labor, prison labor or indentured labor. Furthermore, they must not engage in or support any form of slavery or human trafficking. All work must be voluntary and workers shall be free to leave or terminate their employment at any time. No unreasonable restrictions shall be placed on a worker's freedom of movement.

Child Labor and Young Workers

Suppliers shall not use the labor of anyone below the legal working age in the country of operation. If the local country allows children under the age of 18 to work, such children may not be engaged in any hazardous activities.

Wages, Benefits and Working Hours

Suppliers shall pay workers a fair wage that is at least the legal minimum of applicable wage laws. They shall communicate to workers the basis on which they are being paid, whether overtime is required and the wages to be paid for such overtime.

Worker Protection

Suppliers shall provide workers, contractors and visitors in the workplace with adequate protection from hazards and risks.

Emergency Preparedness

Suppliers shall identify and assess emergency situations in the workplace and minimize their impact by implementing training programs, emergency plans and response procedures.

Fair Treatment

Suppliers shall provide a workplace that is free of human rights abuses, including sexual harassment, sexual abuse, corporal punishment, excessive force, mental or physical coercion, and verbal abuse, or threats of such actions.

Non-Discrimination

Suppliers shall provide a workplace that is free of harassment and discrimination. Discrimination for reasons such as gender, race, color, religion, national origin, age, physical or mental disability, pregnancy, citizenship, status as a covered veteran, marital status, sexual orientation, gender identity and expression, or any other characteristic protected by law is not permitted.

Diversity and Inclusion

Suppliers shall employ inclusive and transparent practices both within their organizations and through their procurement activities, and make their best efforts to ensure that diverse-owned businesses and social enterprises are provided equal opportunity for inclusion.



Sustainability

Environmental Authorizations

Suppliers shall comply with all applicable environmental laws, regulations, guidelines and industry codes. All required environmental permits, licenses, information registrations and restrictions shall be obtained, and their operational and reporting requirements shall be followed.

Climate Action

Suppliers shall minimize greenhouse gas emissions from their own operations and through their value chain by setting and achieving science-based targets. Suppliers shall maximize the use of energy from renewable sources.

Suppliers shall understand the risks to their business from climate change and ensure that risk mitigation plans are in place.

Waste and Emissions

Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to have an adverse impact on human or environmental health should be appropriately managed, controlled and treated prior to release into the environment.

Resource Use

Suppliers shall take steps to conserve water, energy and other natural resources, continuously improving efficiency and reducing resource consumption. Suppliers shall have systems in place to quantify the amount of water used, energy consumed and greenhouse gases emitted by their operations.

Responsible Sourcing

Suppliers shall carry out due diligence on the source of all raw materials to promote legal and sustainable sourcing.



Management Systems

Accountability

Suppliers shall allocate appropriate resources and identify senior personnel accountable for meeting the expectations stated in this document.

Accuracy of Business Records

Suppliers shall maintain accurate and complete business records in accordance with international accounting principles.

Documentation

Suppliers' records must be legible, transparent and reflective of actual transactions and payments. Suppliers shall also maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.

Business Continuity

Suppliers shall develop and implement appropriate business continuity plans for operations that support Prescient's business. These plans shall be designed according to recognized industry standards and kept current to promptly recover and restore partially or completely interrupted critical functions to minimize disruption to Prescient's business and protect Prescient's reputation.

Risk Identification and Management

Suppliers shall implement an appropriate risk management framework for identifying, assessing, evaluating and controlling risks in all areas addressed by this document.

Training and Competency

Suppliers shall have a training program that provides workers and partners with the knowledge and skills needed to support Prescient's operations and address the expectations set forth in this document.

Continuous Improvement

Suppliers shall continually improve by setting performance objectives and taking necessary corrective actions for deficiencies identified by internal and external assessments.

Identification and Reporting of Concerns

Suppliers shall encourage all workers and partners to report concerns or potentially illegal activities without fear of retaliation or reprisal. Suppliers shall address concerns raised if necessary.



Conclusion

Prescient holds itself to the same standards as those set out in this Code. If Suppliers or any third parties observe any unethical, inappropriate or illegal conduct by Prescient employees, they are encouraged to notify Prescient's Compliance Department at Compliance@prescienthg.com. The Compliance Department is also available to address general queries from Suppliers.

**For more information,
contact Prescient today**

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