Source BioScience Group – Business Partner Ethics & Sustainability Code

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1.0 PURPOSE & SCOPE

Source BioScience Group is committed to conducting business responsibly, ethically and in compliance with all applicable laws and regulations.

This Ethics & Sustainability Code sets out the standards and behaviours expected of staff, suppliers, subcontractors, consultants and other business partners working with Source BioScience Group.

The purpose of this Code is to ensure that we work with trusted business partners who share and uphold our values and principles and who conduct their activities responsibly, ethically and legally.

This Code establishes the minimum standards we expect our business partners to meet. It is not intended to be exhaustive, and we encourage suppliers and business partners to continually improve their ethical, social and environmental practices.

Compliance with this Code forms part of Source BioScience Group's supplier and business partner requirements.

Business partners are expected to communicate relevant requirements of this Code within their own organisations and, where appropriate, throughout their supply chains.

Source BioScience Group reserves the right to request further information, undertake proportionate due diligence and review supplier compliance with this Code. Where a material breach is identified, we may require corrective action and reserve the right to suspend or terminate a business relationship where significant concerns are not appropriately addressed.

1.1 DEFINITIONS

Source BioScience Group	All entities falling under the Source BioScience Ltd, including Source BioScience UK Ltd, LDPath Ltd, Source Genomics Ltd, and Cambridge Clinical Laboratories Ltd.
Business Partners	Any person or entity working with the Source BioScience group to deliver services provided by Source BioScience. This includes staff, either directly employed or contracted through third parties, subcontractors such as consultant pathologists, service providers and service purchasers.

2.0 ETHICAL BUSINESS CONDUCT

Source BioScience Group is committed to conducting business honestly, fairly and with integrity. We expect our suppliers and business partners to operate in the same way, complying with applicable laws and regulations, maintaining appropriate governance and internal controls and keeping accurate business and compliance records.

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Business partners are expected to cooperate with reasonable compliance or due-diligence requests from Source BioScience Group and to report concerns relating to unethical, fraudulent, illegal or inappropriate conduct.

They must not knowingly participate in, facilitate or conceal unlawful or unethical activity.

3.0 ANTI-BRIBERY AND ANTI-CORRUPTION

Source BioScience Group maintains a zero-tolerance approach to bribery, corruption, fraud and other forms of unethical conduct.

Suppliers and business partners are expected to comply with all applicable anti-bribery and anti-corruption legislation and to maintain appropriate policies, procedures and controls to prevent bribery and corruption.

They must not offer, promise, request, authorise, give or accept bribes or other improper payments. Facilitation payments, kickbacks and other improper inducements are prohibited.

Gifts, hospitality or other benefits must not be used to improperly influence business decisions, and appropriate records should be maintained for relevant transactions.

Any suspected fraudulent or corrupt behaviour must be reported promptly.

Source BioScience Group may undertake proportionate due diligence on suppliers and other third parties where bribery or corruption risks are identified.

4.0 CONFLICTS OF INTEREST

Suppliers and business partners must avoid situations where personal, financial or other interests could improperly influence business decisions.

Any actual, potential or perceived conflict of interest involving Source BioScience Group must be disclosed promptly. This may include personal or family relationships affecting procurement or commercial decisions, financial interests in another organisation involved in a Source BioScience transaction, or gifts and benefits that could compromise, or appear to compromise, impartiality.

Where a conflict is identified, Source BioScience Group may require appropriate measures to manage it, including additional approval, disclosure, recusal from decision-making or other proportionate controls.

5.0 MODERN SLAVERY, HUMAN RIGHTS AND LABOUR STANDARDS

Source BioScience Group is committed to respecting internationally recognised human rights and labour standards.

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We prohibit all forms of slavery or servitude, forced, compulsory or trafficked labour and child labour and expect suppliers and business partners to uphold equivalent standards within their own operations and supply chains.

Suppliers and business partners are expected to comply with applicable modern slavery, human-rights and employment legislation, ensure employment is freely chosen and free from coercion, provide safe and lawful working conditions and treat workers fairly and with dignity and respect.

They should also take appropriate steps to identify and prevent modern slavery and other adverse human-rights impacts and maintain suitable procedures through which workers can raise concerns.

Where appropriate, Source BioScience Group may undertake proportionate screening or due diligence of prospective and existing suppliers to understand the effectiveness of their controls relating to human rights, labour practices and modern slavery.

Where material concerns are identified, suppliers may be required to provide further information, implement corrective action or demonstrate improvement.

6.0 ANTI-HARASSMENT, BULLYING AND DISCRIMINATION

Source BioScience Group is committed to maintaining respectful, inclusive working environments that are free from harassment, bullying, victimisation and unlawful discrimination.

We expect suppliers and business partners to uphold equivalent standards and to ensure that no individual is subjected to behaviour that violates their dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

These expectations apply in all work-related settings, including business premises, customer sites, business travel, meetings, events, work-related social activities, online communications, social media and remote-working environments.

Suppliers and business partners should maintain appropriate procedures for reporting, investigating and addressing concerns relating to harassment, bullying or discrimination.

7.0 DIVERSITY, EQUALITY AND INCLUSION

Source BioScience Group values diversity and is committed to promoting equality, inclusion and fairness.

We expect suppliers and business partners to promote equality of opportunity, prevent unlawful discrimination, respect diversity and individual differences and support inclusive and respectful working environments.

Employment and workplace decisions should be made fairly and objectively.

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Source BioScience Group reserves the right to review its relationship with organisations whose actions are materially inconsistent with these principles.

8.0 HEALTH, SAFETY AND WELLBEING

Suppliers and business partners are expected to provide a safe and healthy working environment for their workers and others who may be affected by their activities.

They should comply with applicable health and safety legislation, identify and assess relevant workplace hazards and maintain proportionate controls to prevent injury and ill health.

Appropriate health and safety information, instruction and training should be provided, equipment and working environments should be maintained safely and suitable arrangements should be in place for emergencies and incidents.

Significant health and safety incidents should be investigated and appropriate corrective action taken.

Where suppliers undertake work on Source BioScience sites, they must also comply with applicable Source BioScience health and safety requirements.

9.0 ENVIRONMENTAL RESPONSIBILITY AND SUSTAINABILITY

Source BioScience Group recognises its responsibility to manage the environmental impacts associated with its operations and supply chain.

We are committed to complying with applicable environmental legislation and continually improving environmental performance.

We expect suppliers and business partners to manage energy, water, materials and other resources responsibly, minimise waste and support reuse and recycling where practical, appropriately manage hazardous substances and waste and identify and manage significant environmental impacts.

Where relevant and proportionate, suppliers should also measure and manage greenhouse gas emissions, support responsible procurement practices, reduce unnecessary single-use materials and consider lower-carbon, renewable-energy and environmentally responsible products and services.

9.1 SUPPLIER ENVIRONMENTAL ASSESSMENT

Source BioScience Group will consider relevant environmental credentials and performance during supplier assessment and selection.

This may include environmental policies or management systems, environmental certifications, greenhouse gas and energy management, waste and resource management, responsible sourcing

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practices and any significant environmental risks or incidents relevant to the goods or services being supplied.

Suppliers may be required to complete reasonable requests for environmental and sustainability information.

Failure to provide requested information, or failure to address material environmental concerns, may influence supplier approval or continued engagement.

10.0 INFORMATION SECURITY AND DATA PROTECTION

Source BioScience Group is committed to protecting personal data, confidential information, intellectual property and other information assets.

Suppliers and business partners must comply with applicable data-protection, privacy and information-security laws and contractual requirements.

Where they access, process, store or transmit Source BioScience or third-party information, appropriate technical and organisational security controls must be maintained. Access should be restricted to authorised individuals, personal and confidential information should be handled securely, and appropriate measures should be in place to protect information against unauthorised access, loss, alteration or disclosure.

Relevant suppliers should also maintain suitable continuity, recovery and incident-response arrangements. Any actual or suspected data breach or information-security incident that may affect Source BioScience Group or its stakeholders must be reported promptly.

Source BioScience Group may undertake proportionate information-security due diligence on relevant suppliers before appointment and during the business relationship.

11.0 CORPORATE AND SOCIAL RESPONSIBILITY

Source BioScience Group recognises that responsible business practices contribute to the long-term success of our organisation, customers, employees, suppliers and communities.

We are committed to acting responsibly and ethically, supporting employee wellbeing and development, maintaining high standards of health, safety and welfare and building positive relationships with the communities in which we operate.

Where appropriate, we support education, research, charitable initiatives and community engagement and seek to promote responsible and sustainable business practices throughout our supply chain.

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We encourage suppliers and business partners to demonstrate similar commitments and identify opportunities to create positive social impact within their own organisations and communities.

12.0 SUPPLY CHAIN TRANSPARENCY AND DUE DILIGENCE

Source BioScience Group believes that transparency is an important part of responsible supply-chain management.

Suppliers and business partners are expected to provide accurate and timely information when reasonably requested and to cooperate with due-diligence assessments, supplier reviews, audits or other compliance activities where applicable.

They should maintain appropriate records relating to legal, ethical, environmental and social compliance, disclose significant sustainability or compliance concerns where relevant and take reasonable steps to identify, monitor and manage material risks within their own supply chains.

Relevant suppliers may be assessed as part of supplier onboarding, periodic review, contract renewal, risk-based due diligence or where specific concerns have been identified.

The nature and extent of due diligence will be proportionate to the nature of the supplier, the goods or services provided, and the risks associated with the relationship.

13.0 SUPPLIER ASSESSMENT AND MONITORING

Source BioScience Group may use a range of proportionate methods to assess relevant suppliers, including questionnaires, Supplier Engagement Forms, sustainability or ethics assessments, information-security assessments, certification reviews, risk assessments, document requests, supplier meetings and audits.

Assessment may consider environmental performance, labour and human-rights practices, modern slavery risks, health and safety, anti-bribery and business ethics, information security, data protection, regulatory compliance and significant sustainability incidents or concerns.

The level of assessment will be proportionate to the supplier's risk profile and the nature of the relationship.

14.0 CORRECTIVE ACTION AND SUPPLIER PERFORMANCE

Where a supplier assessment, review or incident identifies a material sustainability, ethical or compliance concern, Source BioScience Group may require corrective action.

This may involve requesting further information, additional controls, a corrective-action plan, agreed responsibilities and completion dates, evidence of remediation or additional monitoring.

Source BioScience Group may review progress and follow up outstanding actions.

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Serious, repeated or unresolved issues may result in escalation to senior management, increased monitoring, suspension of supplier approval, restrictions on future business, removal from the approved supplier list or termination of the business relationship.

15.0 REPORTING CONCERNS AND WHISTLEBLOWING

Source BioScience Group encourages employees, suppliers, contractors and other stakeholders to report suspected unethical, illegal, unsafe or inappropriate conduct.

This includes concerns relating to bribery, corruption, fraud, modern slavery, human-rights abuses, unsafe working conditions, discrimination, bullying, harassment, environmental misconduct, data protection, information security, conflicts of interest or other breaches of this Code.

Employee concerns may be raised through our internal Whistleblowing Policy. Concerns from parties outside of our organisation should be raised with the appropriate regulatory body.

Reports will be reviewed appropriately and handled as confidentially as reasonably possible.

Source BioScience Group will not tolerate retaliation against any individual who raises a genuine concern in good faith.

Anonymous reports may be accepted where permitted through the relevant reporting mechanism.

16.0 MONITORING AND PERFORMANCE

Source BioScience Group will periodically review the implementation of this Code.

Where appropriate, this may include monitoring:

- the proportion of targeted suppliers issued with or acknowledging the Code;
- the proportion of high-risk or priority suppliers assessed;
- material supplier sustainability or ethics issues identified;
- completion of supplier corrective actions; and
- relevant sustainable procurement training.

Appropriate targets may be established and reviewed as Source BioScience Group's supplier sustainability programme develops.

17.0 POLICY REVIEW

This Code will be reviewed at least annually, or sooner where there are significant legislative, regulatory, organisational or supply-chain changes, material sustainability or ethics incidents, or changes to supplier-management arrangements.

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Source BioScience Group expects suppliers and business partners to support the principles set out in this Code and, where relevant, apply equivalent standards throughout their own operations and supply chains.

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