

## Supplier Code of Ethics and Conduct

Quotient Sciences expect the highest standards of business ethics from suppliers and their agents in the supply of goods and services.

We expect suppliers to be explicit about the standards they demand of executives, employees, partners and subcontractors and where possible to have governance and processes to monitor adherence to these standards.

Quotient's standards are built around the three pillars of **Social Impact, Good Governance, and Caring for the Environment**, which we expect our suppliers to adhere to, as set out in more detail below.



### Social Impact

- Freedom of association and the right to collective bargaining are respected.
- Working conditions provided are safe and hygienic.
- Minimum wages are paid.
- People are treated fairly, without discrimination on grounds of gender, race, ethnicity or sexual orientation and with respect for diversity and inclusion.
- Zero tolerance of modern slavery: employment should be freely chosen, and child labour will not be used.
- Action is taken to reduce inequalities in the workforce.



### Good Governance

- The confidentiality of commercial data and the privacy of employees and volunteers is respected.
- Anti-competitive practices are not engaged in.
- A safe way for workers to raise concerns is provided.
- Open and honest communication and engagement with Quotient.
- Bribery or corruption is not tolerated and appropriate procedures for gifts and hospitality are in place.
- Applicable laws and regulations are complied with.
- Conflicts of interest are avoided or managed appropriately.
- Reasonable payment terms are agreed with suppliers.



### Caring for the Environment

- Care is taken to minimise the environmental impact of the business.
- Clean energy is used where possible.
- Sustainable sourcing is encouraged.
- Reducing the carbon footprint of the business is promoted.