

Supplier Code of Conduct

Molecular Connections Group – Supplier Code of Conduct

All existing and potential suppliers shall comply with the Molecular Connections Group Supplier Code of Conduct as outlined below:

1. Comply with all applicable laws and regulations, in both letter and spirit, across all jurisdictions in which the supplier operates and while discharging contractual obligations to Molecular Connections Group.
2. Ensure compliance with all applicable personal data protection and privacy regulations.
3. Always comply with Indian and UK Anti-Modern Slavery laws, as well as other relevant laws in applicable jurisdictions, in both letter and spirit.
4. Adhere to anti-child labor labor policies and laws of India and other similar laws of other jurisdictions to the extent applicable to the supplier, in both letter and spirit.
5. Always comply with Anti-bribery policies of MC group and laws of India and other similar laws of other jurisdictions, in both letter and spirit.
6. Follow anti-money laundering and other applicable financial laws and regulations in both letter and spirit.
7. Always conduct all business dealings ethically, with integrity and professionalism, while fulfilling contractual obligations to Molecular Connections Group.
8. Comply with all applicable laws and regulations related to anti-harassment, diversity, and inclusion at local, national, and international levels. Suppliers shall also adhere to Molecular Connections Group policies when interacting with its employees and representatives, and ensure non-discrimination on any grounds (including caste, religion, race, language, gender, etc.).
9. Conduct business in an environmentally responsible manner, promoting climate sustainability and complying with relevant contractual environmental requirements agreed with Molecular Connections Group.
10. Follow high standards of ESG practices, including compliance with regulations related to food safety, water usage, employee health and safety, and minimizing waste in operations.
11. Ensure appropriate training and awareness among their employees, stakeholders, representatives, and their own supply chain on the principles outlined in this Code of Conduct.

Above is not exhaustive. Molecular Connections Group expects all suppliers to act responsibly, remain accountable, and operate in full compliance with legal, ethical, and regulatory requirements, while upholding the highest standards of ESG principles in all business interactions.

This declaration is in addition to, and does not limit, the contractual obligations of the supplier to Molecular Connections Group.

Signed by:

Supplier Representative:

Date:

