



# Supplier Code of Conduct

Cell Signaling Technology (“CST”), as a good corporate citizen, is committed to conducting business with integrity, fairness, and in a sustainable manner. We believe in the power and promise of science to solve the challenges we face as a global community. We're a company of caring people driven by a devotion to facilitating good science—a company committed to doing the right thing for our customers, our communities, and our planet. Making the world a better place and ensuring the betterment of all people are cornerstones of our mission. CST values the critical role its suppliers, vendors, and contractors (collectively, “Suppliers”) play in its operations and understands it cannot achieve its mission without their assistance. To this end, CST has prepared this Supplier Code of Conduct (“Code of Conduct”) to set forth certain minimum standards with regards to business ethics, labor, health, safety, and environmental responsibility. CST expects each of its Suppliers to act in accordance with the principles listed in this Code of Conduct in all of their business operations.

This Code of Conduct is important to CST. Therefore, the terms set out below are incorporated by reference into all CST Supplier Agreements, and we expect all of our Suppliers to impose substantially similar terms on their own suppliers, vendors, and contractors.

## Business Ethics

Committed to being a good neighbor, both locally and globally, CST expects its Suppliers to always act with integrity, and to conduct their business (a) in compliance with all applicable laws and regulations, and (b) in an ethical manner.

## Business Integrity and Anti-Corruption

Suppliers will know and follow the laws that apply to them and their business and will prohibit, and not engage in, any corruption, extortion, embezzlement, or money laundering of any type. Suppliers will not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers will comply with all applicable anti-trust and fair competition laws. Suppliers will employ fair business practices, including accurate and truthful advertising. Further, Suppliers will not offer or accept any gift or anything else of value to obtain improper advantages or influence for the Supplier, for CST, or for any third party.

## Intellectual Property

Intellectual property rights shall be respected by Suppliers, including by complying with all applicable laws and regulations applicable to intellectual property and not violating, misappropriating, or infringing upon the intellectual rights of any person or entity. All transfer of technology and know-how shall be done in a manner that protects legitimate intellectual property rights.

## Trade Compliance

It is critical that our Suppliers comply with all applicable import and export controls, sanctions, and other trade compliance laws and regulations of the United States and all other applicable countries where CST and/or Suppliers operate. Suppliers must not cause CST to be in breach of any such laws or regulations. Suppliers must establish and maintain policies and procedures to comply with applicable trade restrictions and sanction laws. Supplier acknowledges that they are not on any denied party lists (or the equivalent) issued by the United States Office of Foreign Assets Control or the United States Bureau of Industry and Security (or any other list maintained by an applicable U.S. or non-U.S. governmental agency). Further, Supplier acknowledges that they will immediately notify CST if the Supplier (or any key member of the Supplier) is ever put on any denied party list.

## Whistleblower Protections

Suppliers will have a “whistleblower” policy in place for reporting any workplace issues. Suppliers will encourage workers to report concerns or illegal activities in the workplace, without threat of reprisal, intimidation, or harassment. Suppliers will investigate and take corrective action, if and as needed.

## Confidentiality, Privacy, and Protection of Personal Data

Suppliers must protect CST’s confidential and proprietary information (and that of its customers and clients). In addition, Suppliers will comply, at a minimum, with generally accepted practices and regulations related to the collection, retention, use, and protection of personal information obtained from customers and workers. Suppliers will safeguard and make only proper use of such information to ensure that company, worker, personal, and other privacy rights are protected. Suppliers must operate under appropriate data security and privacy mechanisms and procedures to effectively safeguard all such information.

## Human Rights

Suppliers will not violate internationally proclaimed human rights and will take steps to ensure they are not complicit in any form of human rights abuses.

## Animal Welfare

Suppliers will support and respect animal welfare while adopting animal practices where an animal's pain and stress are minimized.

## Diversity and Inclusion

CST expects Suppliers to create a work environment where all individuals have equal opportunities and are treated with dignity and respect. CST wants Suppliers who seek to create a diverse and inclusive workforce and who help their workers to embrace norms that support an inclusive culture, workplace, and community. Suppliers are encouraged to actively engage in initiatives that promote the inclusion of underrepresented groups.

## Accurate Records

Suppliers will maintain their financial, operational, environmental, employment, and all other business records so that they reflect all transactions in an accurate, honest, and timely manner.

## Labor, Health, and Safety

CST prioritizes the safety, well-being, and dignity of all workers (whether employees, independent contractors, agents, temporary laborers, and/or others) and understands that the talents and hard work of these individuals help CST to deliver its products and services. CST expects its Suppliers to maintain fair, safe, and healthy working conditions and practices for all workers wherever they are located when conducting their business.

## Employment Law Compliance

Suppliers will (a) comply with all applicable employment laws and regulations, and (b) maintain written employment law policies. Suppliers will ensure that any temporary, dispatch, and/or outsourced workers are also employed in accordance with all applicable laws and regulations. Such employment law

compliance includes (but is not limited to) ensuring that all workers are paid reasonably and in compliance with applicable wage laws, including minimum wage, overtime, and mandated benefit laws.

## Child Labor

Suppliers will not employ any worker under the age of fifteen years old or the age for completion of compulsory education, whichever is higher. Suppliers will not allow workers under the age of seventeen years old to perform work which, by its nature or the circumstances in which it is carried out, is likely to endanger their health, safety, or morals.

## Forced Labor

Suppliers will not use any forced labor, whether in the form of prison, indentured, bonded, slave, or other forms of forced labor. Suppliers will not engage in human trafficking.

## Discrimination, Harassment, Abuse, and Disciplinary Practices

Suppliers shall treat all workers with respect and dignity. Suppliers shall not engage in any form of discrimination based on race, religion, color, sex, age, marital status, veteran status, ancestry, national origin, political affiliation, medical condition, disability, or sexual orientation or based on any other reason prohibited by law. Suppliers will not allow any worker to be exposed to any physical, sexual, psychological, or verbal harassment or abuse, and Suppliers will not use monetary fines or embarrassing acts to discipline workers.

## Freedom of Association

Suppliers will respect the rights of workers to associate freely and join organizations of their own selection. Workers must be able to communicate openly with Supplier management regarding working conditions without threat of reprisal, intimidation, or harassment.

## Worker Health and Safety

Suppliers will comply with all applicable health and safety laws and regulations. Suppliers will provide a healthy and safe workplace by taking measures to prevent accidents and injury, to protect workers from over-exposure to unsafe chemical or biological conditions, and to ensure any physically demanding tasks in the workplace are undertaken safely and with proper equipment. Suppliers will implement policies, procedures, and training to reduce the possibility of accidents and injuries in the workplace.

## Environmental Responsibility

Driven by a strong sense of corporate responsibility for people and the planet, CST is committed to minimizing the environmental impact of its operations, with the goal of leaving the world a greener, bluer, and healthier planet. CST expects its Suppliers to comply with all applicable environmental laws and regulations, to operate in an environmentally responsible manner, and to minimize their adverse impacts on the planet.

### Waste and Emissions Management

Suppliers will have systems in place to ensure the safe handling, movement, storage, disposal, recycling, reuse, or management of waste, air emissions, and wastewater discharges. Any waste, wastewater, or emissions with the potential to adversely impact human or environmental health will be appropriately managed, controlled, and treated prior to release into the environment. All such releases will be done in accordance with applicable discharge limits.

Suppliers are encouraged to identify, manage, reduce, and responsibly control Greenhouse Gas (GHG) emissions from their direct and indirect operations. Suppliers are encouraged to annually quantify and report their scope 1, 2, and 3 emissions. Suppliers are encouraged to set science-based reduction targets and strive to achieve net zero emissions by 2050. Suppliers will clearly communicate their climate goals, and Suppliers will monitor and report on their emissions to CST each year.

### Management of Resources

Suppliers will strive to conserve natural resources, avoid the use of hazardous materials, and engage in activities that reuse, recycle, and minimize waste.

Suppliers will minimize and optimize packaging materials to reduce overall material consumption and use healthier, renewable, and recycled materials where possible in an effort to reduce and/or eliminate waste. Alternatives to plastic packaging and single-use plastic items should be a priority.

Suppliers will encourage the development and diffusion of environmentally friendly technologies and solutions.

## Environmental Policies

Suppliers will maintain written environmental policies and standards. Suppliers will obtain all required environmental permits, licenses, or authorizations and will follow applicable operational and reporting requirements.

Suppliers will track and strive to reduce environmental impacts from business operations (including, but not limited to, air emissions, energy and water consumption, waste and recycling efforts, handling of hazardous materials, business travel, and inbound/outbound distribution) and undertake initiatives to promote greater environmental responsibility.

## Compliance and Accountability

Suppliers must establish and maintain a management system reasonably designed to ensure compliance with and mitigate the risks identified in this Code of Conduct and, of course, applicable laws and regulations. Suppliers must demonstrate commitment to the concepts described in this document by allocating appropriate resources for compliance.

## On-Going Compliance

Dedicated to ensuring that this Code of Conduct has its intended effect, CST will provide the necessary support as and when needed to ensure on-going compliance with its terms. We expect our Suppliers to support CST's ongoing compliance initiatives, and in particular, to cooperate fully with any information, investigation and/or audit requests from CST.

## Reporting Violations/Raising Concerns

Suppliers are required to report any actual, likely, or possible violations of this Code of Conduct (or any legal violations) as promptly as possible. To report any violations or to raise any concerns, please contact CST at [Legal@cellsignal.com](mailto:Legal@cellsignal.com).

Suppliers are required to forward to CST any and all subpoenas, media inquiries, regulatory demands, or other similar documents/requests relating to CST as promptly as possible.

CST will investigate any and all issues and concerns related to this Code of Conduct in a fair and impartial way, and we expect each of our Suppliers to do the same.

We expect that Suppliers will take corrective actions when so advised by CST, and we expect that Suppliers will insist that their suppliers, vendors, and contractors will take corrective actions when needed.

## CST Reservation of Rights

We reserve the right to suspend a business relationship during an investigation.

We reserve the right to terminate a business relationship if a Supplier breaches a term of this Code of Conduct, fails to take appropriate corrective action, and/or is unwilling or unable to cooperate fully with a CST investigation or audit.

We reserve the right to revise or update this Code of Conduct at any time. The current version can be found online at: [cst-science.com/suppliers](https://cst-science.com/suppliers).

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As a final note, we want to reiterate that CST values the critical role its Suppliers play in its operations and understands it cannot achieve its mission without their assistance.

Thank you to our valued Suppliers!