Vantive

Supplier Code of Conduct

Effective October 2025
Version 1

Our Mission:
Vantive's mission of extending lives and expanding possibilities for patients and care teams is reflected in every aspect of our work. We are committed to forming business relationships with suppliers who share our dedication to providing quality products and conducting business in an ethical, legal, environmentally, and socially responsible manner.

The Vantive Supplier Code of Conduct ("Code") outlines the principles, guidelines, and expectations for our suppliers, including their employees, agents, subcontractors, and sub-tier suppliers ("Suppliers"). Suppliers are responsible for implementing and monitoring programs to ensure conformance with the Code.

Suppliers may ask questions, raise concerns, and report suspected or actual violations of the Code, Vantive's Code of Conduct, or applicable laws and regulations, without fear of retaliation, via the Ethics & Compliance Helpline at vantive.ethicspoint.com. If Vantive becomes aware of non-compliant actions or conditions involving a Supplier, we reserve the right to take corrective action.

While Suppliers are expected to self-assess and demonstrate compliance with the Code, Vantive may audit Suppliers on a periodic basis or in response to an allegation or concern of non-compliant actions or conditions involving a Supplier or Suppliers. Vantive may take appropriate action, up to and including termination of the business relationship, in response to any violations.

Compliance with Laws and Regulations

Suppliers are required to comply with all applicable laws and regulations, industry standards, and any other relevant statutory requirements. In cases where either the Code or applicable laws impose stricter requirements, the stricter standard must be followed.

Labor and Human Rights

Vantive Suppliers must comply with all applicable legal and regulatory requirements, industry standards, and Vantive's global Human Rights Policy concerning the fair and equitable treatment of employees and others.

In particular, Suppliers must adhere to the following standards:

- **Freely Chosen Employment:** Forced, bonded, or indentured labor, human trafficking, and involuntary prison labor are prohibited.
- **No Child Labor:** The use of child labor, as defined by the International Labor Organization (ILO) or applicable law, is prohibited.
- **Fair Compensation:** Suppliers must comply with laws, regulations, and industry standards regarding wages and benefits, ensuring wages are sufficient to meet workers' basic needs.
- **Fair Working Hours:** Suppliers must comply with legal limits on working hours. Where no local legal requirements exist, Suppliers must ensure that working hours meet applicable ILO Standards.
- **Freedom of Association:** Suppliers must respect employees' rights to form trade unions and engage in collective bargaining.
- **Harassment:** Vantive does not tolerate any form of harassment or intimidation, whether of Vantive employees or Supplier employees.
- **No Discrimination:** Suppliers must adhere to all applicable laws prohibiting discrimination in hiring and employment based on race, religion, age, nationality, gender, disability, and other protected characteristics.

Health and Safety

Suppliers must ensure that all workplaces, machinery, equipment and processes under their control are (i) safe, and (ii) comply with all applicable health and safety laws, regulations, and industry standards. Adequate workplace facilities, fire safety, medical access, and suitable lighting and ventilation must also be provided. Suppliers must also protect workers from exposure to harmful physical, chemical and biological hazards and physically demanding tasks. Where necessary, adequate protective clothing and protective equipment must be provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health. Hazardous materials in the workplace must also be managed safely and appropriately. Suppliers must implement robust health and safety practices throughout their operations.

Animal Welfare

Vantive Suppliers must meet the same high standards of respectful, humane treatment of animals that Vantive does. These standards are set out in Vantive's Bioethics Position Statement.

Environmental Responsibility

Suppliers must (i) comply with all applicable environmental laws, regulations, and industry standards, (ii) obtain and comply with all necessary environmental permits, licenses, and operational reporting requirements, and (iii) have systems in place to prevent and respond to spills and releases into the environment. Suppliers must also manage waste, air emissions, and wastewater discharges to minimize or prevent harmful impacts on human health or the environment. Vantive encourages the conservation of natural resources, and minimizing the use of hazardous materials, promotion of the circular economy model, energy efficiency and the reduction in greenhouse gas (GHG) emissions.

On request, Supplier must provide Vantive with details of its GHG emissions, including Scope 3 emissions. Additionally, to the extent that Vantive is subject to supply chain due diligence requirements, Supplier will on request provide all necessary data to ensure Vantive's legal compliance.

Product Stewardship

Suppliers must ensure that all products and product packaging supplied to Vantive (i) comply with all applicable laws relating to chemical substance content, and provide Vantive with evidence of compliance upon request, (ii) do not contain any substances identified as a substance of very high concern (SVHC) under the EU's REACH Chemicals Regulation or equivalent laws, unless express notification is provided to Vantive in advance of supply and subsequently as new SVHCs are identified, (iii) do not contain "Conflict Minerals" such as tin, tantalum, tungsten and gold sourced from the Democratic Republic of the Congo (DRC) or other conflict-affected and high-risk areas, as defined by relevant international regulations.

Communications and Implementation

Suppliers must communicate the content of this Code to all relevant employees and take the necessary actions to ensure its implementation.

Internal Assessment and Potential Impacts on Business Relationship

Suppliers must conduct regular internal assessments to verify compliance with the Code and maintain related records. Vantive conducts supplier assessment and surveillance audits as part of its supplier management program. Vantive will endeavor to provide the supplier advance notice ahead of audits, however under some circumstances this may not be feasible. Non-compliance may result in the termination of the business relationship.

Information Requirements

On request, Supplier must provide such information to Vantive as is necessary to (i) demonstrate Supplier's compliance with applicable laws and/or this Code, (ii) assist Vantive in meeting its own legal obligations, and (iii) support Vantive in the attainment of is sustainability goals and/or to measure its progress against such goals.

Contract Rights

The contents of this Code are additional to and do not in any way affect or prejudice any of Vantive's rights and remedies under the relevant contracts with each Supplier. The failure or omission to comply with the requirements of this Code may constitute a breach of contract.

Development of the Code

Vantive will regularly review this Code and make revisions as necessary. We will notify direct Suppliers of any significant changes. The most up to date version of this document can be found at Vantive.com.

ACTION REQUIRED:

Click the link below to attest that your company has received, read, understood, and will abide by the principles, guidelines, and expectations set forth in the Vantive Supplier Code of Conduct.

Click here to attest to the Vantive Supplier Code of Conduct.