

# Vectura's Supplier Code of Conduct Policy

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Vectura is committed to the ongoing collaboration and relationships developed with our suppliers and seek to ensure key standards are in place to safeguard all. We will engage with suppliers to promote our values and require our suppliers to adhere to our Supplier Code of Conduct and to promote these standards within our supply chain. We not only have a responsibility to comply with all applicable legal requirements, but also to conduct business responsibly with integrity.

We are proud of our values as they inform everything we do and clearly articulate our expectations and our aspirations. **Together we shall...**

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## Deliver for patients with pride

"We are agile, efficient and deliver on our commitments. We take pride in successfully developing medicines that transform lives."

- Comply with all applicable standards and international laws concerning bribery, corruption, fraud and other unethical business practices; In accordance with but not limited to the UK Modern Slavery Act 2015 and the International Labour Organization (ILO).
  - Adopt a zero tolerance for noncompliance and reserve the right to discontinue any relationship for non-adherence.
  - Role model end to end supply chain collaboration, to maximise value for our customers and patients.
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## Create a great customer experience

"Our customer focus guides everything we do. We use our insight and capability to create a great experience for our customers."

- Treat individuals with respect and provide an environment free of bullying and harassment, inhumane treatment, unlawful practices or discrimination, including age, race, sex, gender reassignment, religion or belief, disability, sexual orientation, marriage or civil partnership, pregnancy and maternity.
  - Engage socially and economically with different categories of suppliers through inclusive sourcing processes that promote equal opportunities.
  - Protect the workplace and environment through compliance with health, safety and environmental regulations.
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## Work together as one team

"We collaborate to achieve shared goals using our combined knowledge and expertise to enable success."

- Report any circumstances where a conflict of interest may occur
  - Respect intellectual and other property rights including all patents, trademarks and copyrights.
  - Not tolerate retaliation against individuals who, in good faith, express concerns or report real or perceived violations of law, regulation, company policy or our Supplier Code of Conduct.
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## Do the right thing

"Quality is at the heart of everything we do. We work with integrity, consistently delivering to high standards."

- Prohibit all forms of bribery within business transactions, e.g. gifts with the intent to influence business decisions.
  - Protect all forms of personal data and comply with the Data Protection Act 2018 and all other applicable legislation and guidelines.
  - Comply with minimum wages and working hours in accordance with local laws.
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## Innovate & Improve

"We thrive on learning and apply our expertise to continually innovate and be the best at what we do."

- Use resources appropriately, apply energy-efficient and environmentally friendly technologies to reduce waste, as well as emissions to air, water and soil.
  - Develop strategies to improve environmental, social and corporate governance within the organisation.
  - Commitment to ongoing monitoring of key environmental, health and safety performance indicators.
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Vectura operates a confidential whistleblowing hotline and all concerns surrounding any violations to the Supplier Code of Conduct can be raised at: <https://vecturagroup.ethicspoint.com> or call 0-800-89-0011, then dial 833-919-1415.

**David Duff**  
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