

Avantor

Responsible Supplier

Code of Conduct

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Introduction

Applicability and Expectations

The Avantor Responsible Supplier Code of Conduct ("Code") applies to suppliers of goods or services, contractors, and non-governmental organizations (collectively referred to as "Suppliers") that have a business relationship with Avantor, Inc. or any of its subsidiaries (collectively, "Avantor"). This Code outlines Avantor's expectations for Suppliers to align with its commitments to sustainability, corporate governance, and its mission of creating a better world. Suppliers are expected to comply with applicable laws and adopt practices that support Avantor's sustainability goals.

Suppliers should develop governance practices to ensure the principles outlined in this Code are monitored and followed. Avantor reserves the right to monitor Suppliers' compliance with this Code. Violations of this Code must be promptly reported to Avantor and corrected. Non-compliance may result in consequences such as audits, corrective action plans, designation as a non-preferred supplier or contract termination. Avantor is committed to sustainable practices across its supply chain and may periodically update this Code. While Suppliers' contracts may address related issues, this Code does not override more stringent contractual provisions.

VISION

At Avantor, we aspire to lead in scientific innovation by championing sustainable and ethical practices within our supply chain. We aim to positively impact the communities and environments in which we operate. We have launched the Responsible Supplier Program (RSP) to deliver improvements across four priority sustainable sourcing topics: Climate Change, Human Rights, Nature Conservation, and Resource Circularity, within our supply chain. This initiative harmonizes with our existing Science for Goodness pillars - People and Culture, Innovation and Environment, Community Engagement and Governance and Integrity – and is reported through our Governance and Integrity pillar. By upholding human rights and fair labor in our Responsible Supplier Program, we strengthen our suppliers' focus on ethical treatment. Our pursuit of sustainable innovation directly helps climate action, nature conservation, and resource efficiency. Community Engagement drives our efforts to help local communities advance STEM education and protect the environment. Governance and Integrity ensure transparency and ethical behavior, reinforcing every aspect of our Responsible Supplier Program.

We recognize that realizing our vision requires robust partnerships and clear transparency throughout our supply chain. Avantor's Code is not just guidelines—it is a call to action for our suppliers to join us on this journey towards excellence in sustainability and ethical responsibility. Together, we can ensure our business practices contribute positively to a healthier planet and a fairer society. Join us as we strive for excellence and make a lasting impact on the world.

Avantor Responsible Supplier Commitment

01. PEOPLE AND CULTURE

HUMAN RIGHTS

Avantor stands firm in its commitment to human rights, requiring all suppliers to respect and honor fair labor standards globally. Our Human Rights Statement for the Supply Chain emphasizes a zero-tolerance approach to human trafficking and severe labor abuses. All work must be voluntary, and workers should have the freedom to terminate their employment without penalty upon reasonable notice. Suppliers are required to adopt the practices outlined in [Avantor's Human Rights Statement for the Supply Chain](#).

DIVERSITY AND INCLUSION

Avantor champions diversity and inclusion across our workforce and supply chain. We expect suppliers to foster an inclusive culture that values diverse perspectives. Avantor supports connecting with niche and diverse suppliers to enhance the range of quality products and services we offer, thus reinforcing our commitment to a varied and inclusive marketplace. Join relevant associations, track, and report diversity metrics, and continually improve in this area. Example associations are provided in the appendix.

FAIR LABOR CONDITIONS

While Avantor and our suppliers operate in various countries with different laws and practices, our suppliers are required to uphold the following labor rights, treating all workers with dignity and respect.

Freely Chosen Employment

Suppliers must not use forced, bonded, indentured, or involuntary labor, including human trafficking. No worker shall pay for a job or be restricted in their freedom of movement. Suppliers should implement robust systems to monitor and ensure that all labor is freely chosen.

Child Labor and Young Workers

Suppliers must comply with all applicable child labor laws and shall not employ individuals below the legal minimum age for employment. Young workers under the age of eighteen (18) can be employed only for non-hazardous work, provided they have completed compulsory education, and their employment does not interfere with their education or pose risks to their health, safety, or moral well-being.

Non-discrimination

Suppliers must provide a workplace free from discrimination. This includes discrimination based on age, race, color, national origin, sexual orientation, gender identity or expression, physical or mental ability, religion, union membership, political affiliation, military, or veteran status, marital or familial status, or any other personal characteristic unrelated to job performance.

Fair Treatment

Suppliers must provide a workplace free of harassment and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and ensure that no threat of such treatment exists. Reports of such behavior must be treated seriously and resolved fairly and promptly, without retaliation against the reporting worker.

Wages, Benefits and Working Hours

Suppliers must comply with applicable wage laws, including minimum wages, overtime pay, and mandated benefits. Suppliers must communicate compensation terms clearly to their workers in a timely manner. Additionally, suppliers should inform workers if overtime is required and ensure compensation for such overtime complies with national and international standards.

Freedom of Association

Suppliers must respect the rights of workers, in accordance with local laws, to freely associate, join or refrain from joining labor unions, seek representation, and participate in workers' councils. Workers shall have the right to openly discuss working conditions with management without fear of retaliation, intimidation, or harassment.

HEALTH AND SAFETY

Suppliers must provide a safe and healthy working environment (and living quarters where relevant). Health and safety measures shall extend to contractors and subcontractors on suppliers' sites.

Worker Protection

Suppliers must safeguard workers from overexposure to chemical, biological, physical hazards, and physically demanding tasks in the workplace and in any company provided living quarters. Suppliers shall ensure appropriate housekeeping standards and ensure that workers have access to potable water and safe sanitation facilities.

Process Safety

Suppliers shall have management processes in place to encourage safe working practices, to identify the risks from chemical and biological products and to prevent or respond to release of chemical or biological agents.

Emergency Preparedness and Response

Suppliers shall identify and assess emergency situations in the workplace and any company provided living quarters, and to minimize their impact by implementing emergency plans and response procedures and ensuring workers are well trained to follow them if/when necessary.

Hazard Information

Safety information relating to all hazardous materials shall be available to educate, train, and protect workers from known hazards.

SUPPLY CHAIN TRACEABILITY

Suppliers are encouraged to improve the transparency of their supply chains so that human rights risks can be identified and remediated proactively.

Conflict Minerals

Suppliers will not source the conflict minerals from the Democratic Republic of the Congo or the adjoining countries (the "Covered Countries") in a manner which directly or indirectly finances or benefits armed groups in the Covered Countries. Suppliers will source from smelters that have been validated as compliant with the Responsible Minerals Assurance Process of the Responsible Minerals Initiative. Suppliers commit to comply with all relevant laws and regulations regarding conflict minerals and agree to provide Avantor with necessary information for products of concern to enable Avantor to complete its reasonable country of origin inquiries and due diligence with respect to conflict minerals. For detailed policies and practices on conflict minerals please refer our [Conflict and Extended Minerals Statement](#).

02.INNOVATION AND ENVIRONMENT

Avantor is dedicated to integrating environmental sustainability with innovation. Climate change is a global challenge that poses significant risks to human and environmental health, and the way we conduct business. We are committed to addressing climate change and other key environmental sustainability issues. However, we cannot do so alone. The following summarizes our expectations from suppliers regarding environmental sustainability. Suppliers are required to adopt the practices outlined in [Avantor's Environmental Sustainability Statement for the Supply Chain](#).

CLIMATE CHANGE

At Avantor, we are committed to leveraging Science for Goodness by continuously reducing our environmental impact.

We expect our suppliers to be climate warriors alongside us in this crucial battle. Suppliers must develop and implement plans to reduce the carbon impact of their products, especially those identified as having a high carbon footprint. Suppliers whose operations result in annual emissions exceeding 1500 metric tons of CO₂ are required to set a short-term greenhouse gas emissions reduction target which has been validated by the Science-Based Targets initiative (SBTi). Additionally, suppliers must raise awareness about combating climate change amongst their employees and supply chains. Suppliers are encouraged to collaborate with us to reduce their carbon footprint and deliver solutions that combat climate change and support a low-carbon economy across our joint supply chain.

NATURE CONSERVATION

Biodiversity

At Avantor, we cherish the rich tapestry of life that graces our planet. We expect our suppliers to share our reverence for nature's biodiversity. Assess your environmental footprint using trusted tools and mitigate any risks to habitats and ecosystems. Craft sustainability strategies that harmonize your operations with the preservation of flora and fauna. Embrace continuous learning to heighten your biodiversity acumen, tapping into industry resources and peer networks. Together, we can weave a vibrant future where business thrives in concert with the wonders of the natural world.

Deforestation

Suppliers must use legally sourced and traceable materials with appropriate certifications to prevent deforestation. Suppliers must respect community land rights, promote regenerative agricultural practices, prevent the creation of new agricultural land on peat soils, and ensure effective nutrient and pest management plans. Suppliers are encouraged to use deforestation-free methodologies and support forest conservation initiatives. Additionally, suppliers should disseminate Avantor's sustainable practices within their supply chains to foster widespread adherence to these standards. For detailed policy and best practices please refer to [Avantor's Deforestation-free Statement](#).

Water Management

Given the critical importance of water, Avantor focuses on sustainable water practices, particularly in high-water-risk areas. Suppliers must assess water risks using tools like the WRI's Aqueduct Water Risk Atlas and set credible water targets to ensure long-term water quality and availability. Improved water-related practices should be cascaded through the supply chain.

Spills and Releases

Suppliers must establish systems to prevent and mitigate accidental spills and releases to the environment. They should have contingency plans to mitigate any adverse impacts on the local community and environment. Suppliers are encouraged to regularly review and update spill prevention and response strategies.



RESOURCE CIRCULARITY

Resource Use

Suppliers are required to monitor and manage their environmental impact by tracking energy and water use, waste generation, recycling, and other related activities. They must take action to reduce energy consumption and seek renewable and lower-impact energy sources. Suppliers are also expected to support the principles of the Paris Agreement and aim to reduce their greenhouse gas emissions accordingly.

Packaging

Suppliers must follow Avantor's Responsible Packaging Statement, set credible targets for reducing packaging waste, improve recyclability, and transition to environmentally preferable packaging that uses recovered, renewable or recycled materials and ensures recoverability at the end of life. For detailed policies and practices on packaging please refer [Avantor's Responsible Packaging Statement](#).

Waste

Suppliers shall establish systems to minimize waste generation and safely manage waste, air emissions, and wastewater. Proper handling, storage, disposal, recycling, or reuse of waste materials is essential. Any waste, water effluent, or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled, and treated before being released into the environment. Avantor encourages suppliers to set a validated zero waste to landfill target for both general and hazardous waste by 2030, verified by an independent third party.

MONITORING AND REPORTING

Avantor collects data on suppliers' environmental and social practices to meet reporting requirements and sustainability goals. Suppliers must commit to improving their sustainability performance according to Avantor's Responsible Supplier Program, which categorizes suppliers based on risk and impact to

ensure appropriate governance and risk management are applied. Suppliers must disclose sustainability-related information, as necessary. Those categorized as strategic, high-risk, or high impact must complete an EcoVadis scorecard or Avantor's sustainability survey at their own cost.

Environmental Authorizations

Suppliers shall comply with all relevant environmental legislation, regulations, and other requirements. Suppliers must obtain and maintain all required environmental permits, licenses, and registrations. They must follow all operational and reporting requirements associated with these authorizations. Suppliers are required to regularly audit and review the environmental practices, seeking continuous improvement opportunities to minimize the ecological footprint.

For detailed information on monitoring practices, please refer to [Avantor's Sustainability Performance Monitoring Practices for the Supply Chain Statement](#).

03.COMMUNITY ENGAGEMENT

Our mission of setting science in motion to create a better world drives our purpose and our Science for Goodness ethos for Community Engagement. Being committed to this purpose means helping to strengthen the communities in which we work and live. We achieve this through philanthropic contributions from Avantor and the Avantor Foundation, and through our associates taking action to support healthcare access, advance STEM education and protect the environment. Suppliers are strongly encouraged to engage with us and their community leaders in this vital philanthropic work. Together, we can create goodness that makes a positive, lasting impact on our society and planet – today and for future generations.

04.GOVERNANCE AND INTEGRITY

MANAGEMENT SYSTEMS AND DOCUMENTATION

Suppliers shall use management systems to maintain business continuity, determine and manage risks, facilitate continual improvement and commitment to the requirements set forth in this Code. Suppliers shall maintain the documentation necessary to demonstrate commitment to this Code and compliance with applicable regulations.

CONFLICTS OF INTEREST

Suppliers must ensure that bias, conflicts of interest, or inappropriate influence do not compromise their professional judgments and responsibilities. Avantor defines a conflict of interest as a situation where personal interests or personal activities could compromise, or appear to compromise, the supplier's objectivity, impairing the ability to make good business decisions that are in the best interest of all stakeholders. Suppliers are expected to notify all affected parties if an actual or potential conflict of interest arises.

ANTI-CORRUPTION AND ANTI-BRIBERY

Avantor is committed to abiding by the United States Foreign Corrupt Practices Act (referred to as the FCPA) and the anti-corruption and anti-bribery laws of every country in which we operate. Suppliers shall not improperly give, or promise, anything of value to government officials while conducting business relating to Avantor and shall ensure they have adequate systems in place to prevent bribery or other corrupt, dishonest acts. Suppliers shall maintain books and records that accurately and fairly reflect all payments, expenses, and transactions involving government officials while conducting business relating to Avantor. Suppliers shall comply with all applicable anti-corruption laws, including anti-money laundering, economic sanctions and trade compliance laws and regulations.

FAIR DEALING AND COMPETITION

Part of good ethical behavior is creating positive business relationships that ensure a fair playing field. We and our suppliers should behave honorably and shall avoid acts or practices that are deceptive or illegal. Suppliers must operate in accordance with all relevant competition laws. They should practice fair business methods, including honest and accurate advertising.

PROTECTING PERSONAL, INTELLECTUAL AND CONFIDENTIAL DATA

Suppliers shall safeguard personal, intellectual, and confidential data and ensure personal privacy rights are protected. Suppliers must adhere to all relevant privacy and data protection laws, ensuring the protection, security, and lawful use of personal data.

COMMUNICATION

Suppliers must have effective systems in place to communicate this Code to their workers, contractors, and suppliers. Suppliers must also promptly report any breaches of this Code to Avantor.

IDENTIFICATION OF CONCERNS

All workers shall be encouraged to report concerns, illegal activities, or breaches of the Code in the workplace without threat of, or actual, reprisal, intimidation, or harassment. Supplier management shall investigate and take corrective action if needed. If that is not possible you are encouraged to work with your primary Avantor contact in resolving your concern. You can also contact Avantor by using the applicable contact form available through our [Ethics Helpline for Suppliers](#).



REFERENCES

The elements of this Code are based on the following references. They are included for information only.

GENERAL

[Avantor Code of Ethics and Conduct](#)

[Sustainability at Avantor](#)

[United Nations Global](#)

[Compact](#)

[OECD Guidelines for Multinational Enterprises](#)

HUMAN RIGHTS

[United Nations Human Development Index \(UN HDI\)](#)

[Universal Declaration on Human Rights](#)

[International Covenant on Economic, Social and Cultural](#)

[Rights International Covenant on Civil and Political Rights](#)

[United Nations Guiding Principles on Business and Human](#)

[Rights UK Modern Slavery Act 2015](#)

DIVERSITY AND INCLUSION

[Australia: Supply Nation \(for indigenous-owned businesses\)](#)

[Canada: Canadian Aboriginal & Minority Supplier Council](#)

[\(CAMSC\) China: Minority Supplier Development \(MSD\)](#)

[Global: National Lesbian, Gay, Bisexual, Transgender, and Intersex Chambers of Commerce \(NGLCC International\)](#)

[Global: Global Supplier Diversity Alliance](#)

[Global: WE Connect International \(for women-owned](#)

[businesses\) South Africa: South African Supplier Diversity](#)

[Council \(SASDC\) UK: Minority Supplier Development UK](#)

[\(MSDUK\)](#)

[US: National Minority Supplier Development Council](#)

[\(NMSDC\) US: Women's Business Enterprise National Council](#)

[\(WBENC\)](#)

[US: National Lesbian, Gay, Bisexual, Transgender, and Intersex Chamber of Commerce \(NGLCC\)](#)

[US: United State Hispanic Chamber of Commerce](#)

[\(USHCC\) US: Asian Pacific American Chamber of](#)

[Commerce \(APAAC\) US: Native American Chamber of](#)

[Commerce \(NACC\)](#)

[US: Vets First Certification Program \(for veteran-owned small businesses\)](#)

[US: Business Leadership Network \(USBLN, for disabled-owned small businesses\)](#)

[US: Small Business Administration](#)

FAIR LABOR CONDITIONS

[International Labor Standards \(ILO\)](#)

[International Labor Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)

[Fair Labor Organization Workplace Code of Conduct](#)

HEALTH AND SAFETY

[OECD Guiding Principles for Chemical Accident, Prevention, Preparedness and Response](#)

[ISO 45001 - Occupational Health and Safety International Standard](#)

ENVIRONMENT

[ISO 14001 - Environmental Management International](#)

[ISO 50001 — Energy management Standard Forest Stewardship Council](#)

[Dodd-Frank Act, Section 1502 on Disclosure of Conflict](#)

[Minerals Disclosing the Use of Conflict Minerals Fact Sheet](#)

ANTI-CORRUPTION AND ANTI-BRIBERY

[United Nations Convention Against](#)

[Corruption OECD Anti-Bribery Convention](#)

[Transparency International Corruption Perceptions Index \(TI](#)

[CPI\) US Foreign Corrupt Practices Act 1977](#)

[UK Anti-Bribery Act 2010](#)