

International SOS takes pride in our reputation for integrity and the business success that our reputation has enabled. This reputation has taken years to build and maintaining it is vital to our success.

The Code has been developed to convey to all Suppliers International SOS's expectation for all of its Suppliers to adhere to the highest ethical standards when conducting business. These standards are guided by international frameworks, including the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

Suppliers are required to take reasonable steps to ensure that the Code is communicated throughout their organisations and to make the Code available to their employees.

International SOS reserves the right to verify compliance with this Code through self-assessments, requests for documentation, or on-site audits. Suppliers are expected to fully cooperate during these verification processes.

International SOS values its business relationships with its Suppliers and requires its Suppliers to share our commitment to, at a minimum, compliance with the following standards:

1. Anti-corruption Compliance

Suppliers may not act in any way, in their business relationship with International SOS or otherwise, in violation of global anti-corruption laws including the United Kingdom Bribery Act and the United States Foreign Corrupt Practices Act. International SOS entities use Suppliers that do not violate our ethical standards through bribes, kickbacks, or other similar improper or unlawful payments.

Suppliers shall comply with all national and international anti-bribery regulations as well as applicable anti-corruption laws, regulations and standards. The Suppliers shall not (either directly or indirectly) offer or promise to provide anything of value to improperly influence an official act or to secure an improper advantage in order to obtain or retain business.

2. Compliance with Laws

Supplier's personnel and operations shall operate in full compliance with the laws of their respective countries and with all other applicable laws, all statutory, regulatory and other legal requirements, including but not limited to antitrust, trade and/or export controls and sanction regimes. Additionally, Suppliers will ensure that products and services for International SOS comply with all applicable international trade compliance laws and all statutory, regulatory, and other legal requirements.

International SOS has as its core policy a commitment to comply with the sanctions regimes of, among others, European Union, Singapore, the United Kingdom, United Nations, and the United States of America, and each jurisdiction in which International SOS has direct operations and requires its Suppliers to comply with these and any other sanctions rules which may be applicable to their activities in and from the territories in which they operate. When providing services to International SOS or its customers, Suppliers may not deal with any entities, organisations, persons or vessels subject to any applicable sanctions.

3. Confidential/Proprietary Information

Suppliers must respect and protect International SOS's intellectual property, trade secrets and other confidential, proprietary or sensitive information and may not use or disclose any such information except in accordance with their contract with International SOS and for the benefit of International SOS. Any information or data regarding International SOS' operations shall always be treated by Suppliers as confidential unless that information enters the public domain through no fault of the Suppliers.

4. Data Protection and Privacy Laws

Supplier will undertake necessary measures to ensure that personal data it handles on behalf of International SOS will be protected against unauthorised disclosure, access, use and modification and that it will be used only for purposes of rendering the relevant services and at all times in compliance with applicable data privacy and data protection laws.

5. Ethical Dealings

Honest dealing with customers and Suppliers is essential to sound business relationships. International SOS seeks to give all Suppliers fair consideration. Decisions are based on objective criteria such as price, quality, and service capability as well as Suppliers' reliability and integrity. Invoices, financial settlements and reports should correctly reflect the business transactions between us.

Our Suppliers are required to demonstrate these same high ethical standards and to conduct all business transactions with integrity and fairness. Furthermore, Suppliers are expected to implement adequate management systems to ensure compliance with this Code and to actively enforce these or comparable responsible business standards within their own supply chains.

Suppliers shall equally disclose any potential conflict of interests where individuals have private or personal interests that could influence their decisions.

6. Money Laundering and Financial Records

The Suppliers shall comply with applicable laws and regulations designed to combat money laundering activities. The Supplier shall maintain financial records and reports according to international laws and regulations.

7. Health and Safety

Suppliers who do business with International SOS are encouraged to maintain a focus on health and safety that is consistent with International SOS' health and safety standards and policies and must provide a safe and healthy work environment for all employees working at their sites.

In addition, any Supplier representative providing on-site services in an International SOS facility is required to adhere to International SOS safety standards and policies.

It is our expectation that Suppliers have in place and shall enforce a written policy on drugs, alcohol and other prohibited items.

8. Business Continuity Planning

The Supplier shall be prepared for potential disruptions of its business through natural disasters, illness, pandemics, criminal acts, etc. This should include emergency plans to protect both employees and their wellbeing as well as to minimise the effects of such events on the delivery of products and services.

9. Respect and Care in the Workplace

Suppliers shall encourage a respectful work environment, valuing the unique backgrounds, perspectives and experiences of their people and avoiding discrimination with respect to age, disability, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

Suppliers must respect workers' rights to freely associate, join trade unions, and bargain collectively in accordance with local laws, without fear of discrimination or retaliation. Furthermore, suppliers must provide their workers with a confidential and accessible grievance mechanism to report workplace concerns or Code violations without fear of reprisal.

10. Modern Slavery

Suppliers shall not use any form of forced, bonded or involuntary labour. All labour must be voluntary. Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits or any other personal legal documents). Suppliers shall ensure that workers do not pay fees or make any payment connected to obtaining employment throughout the hiring process and the employment period. Suppliers shall pay workers in a timely manner and clearly convey the basis on which workers are being paid.

Punishments, mental and/or physical coercion are prohibited. Disciplinary policies and procedures shall be clearly defined and communicated to the workers.

Suppliers shall also not employ children under the legal age of employment in any country or local jurisdiction. Furthermore, workers under the age of 18 must not perform night shifts or any hazardous work that could jeopardize their health, safety, or moral development.

11. Environmental Responsibility

Suppliers shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

We expect our business partners to strive to support global climate protection goals through the products and services they deliver and to operate sustainably and conscious of the environmental impact.

12. Fair Working Conditions

Suppliers must comply with all applicable labour laws, including working hours, overtime, and mandatory rest periods. Workers must be paid at least the legal minimum wage and provided with all legally mandated benefits.

Adherence & Violations

Suppliers must immediately notify International SOS in writing upon becoming aware of any negative or other adverse publicity concerning the Suppliers or any product and services being provided to International SOS by the Supplier, or any event or circumstance related to the Supplier that could be expected to cause negative or other adverse publicity concerning International SOS.

It is the responsibility of each Supplier to ensure that its employees and representatives understand and comply with the Code. Suppliers may confidentially report suspected ethical violations, legal concerns, or misconduct related to International SOS business to Compliance@internationalsos.com. Suppliers are responsible for addressing their internal matters and shall not utilise International SOS provided communications for such purposes.

Failure to adhere to the Code may be grounds for terminating the Supplier relationship depending on the seriousness, circumstances and consequences of the violation.

Definitions

“**International SOS**” means AEA International Holdings Pte. Ltd. and its Affiliates. where “Affiliates” mean any person or party that controls International SOS, is controlled by International SOS or is under common control with International SOS, where “control” means owning, directly or indirectly, more than 50% of the capital stock (or other ownership interest, if not a corporation) of a person or party ordinarily having voting rights or otherwise having the right or ability, by contract or otherwise, to direct the management and policies of such person or party.

“**The Code**” means International SOS Suppliers Code of Conduct.

“**Suppliers**” or “**Supplier**” means current and future vendor(s), supplier(s), contractor(s), consultant(s), agent(s), distribution partners, manufacturers, procurement vendors, and other provider(s) of goods and services.

If you have any questions about the Code, you may contact us at Compliance@internationalsos.com

Version 3.00 dated 3 March 2026