



Telix Group Supplier Code of Conduct

1 Purpose

Telix Pharmaceuticals Limited (the **Company**) and its related bodies corporate (together, the **Group**) are committed to instilling and maintaining the highest standards of ethical, social and environmental behaviour in all our practices and dealings.

We seek to uphold and promote respect for human rights in our operations and across our supply chains and strive to be a good corporate citizen at all times.

This Supplier Code of Conduct (the **Code**) reflects the values, philosophies and actions embraced by the Company in pursuit of these commitments, and sets out the minimum standards that we expect of our suppliers and other providers.

2 Scope

Telix intends to apply this Code to all suppliers of goods or services to the Group and to include relevant contractual obligations in suppliers' contracts. We expect that our suppliers, whether directly or through their supply chain, conduct themselves in accordance with the principles and standards in this Code and implement suitable management systems and processes.

We encourage our suppliers to exceed these minimum standards. We expect our suppliers to communicate this Code to their related entities, employees, suppliers and sub-contractors so that they are aware of, understand and comply with this Code.

3 Minimum standards

Telix supports the United Nations' Universal Declaration of Human Rights and will work with suppliers who uphold fundamental human rights.

We require all our suppliers to undertake, and implement appropriate systems and procedures in order to achieve, the following:

(Comply with all laws)

- (a) Comply with all international, local, national and other applicable laws and regulations of the jurisdictions in which the supplier operates. The standards outlined in this Code do not replace or alter any legal or regulatory obligations of suppliers.

(Human rights)

- (b) Conduct their business in a manner that respects and supports human rights consistent with applicable laws and with the Universal Declaration of Human Rights.

(Forced labour and inhuman treatment of workers)

- (c) Not engage in or tolerate the use of forced, bonded, compulsory labour, slavery or human trafficking, forced marriage, or the use or threat of physical or other punishment, or the physical, sexual or psychological abuse or inhumane treatment of workers.
- (d) Ensure that all Group activities do not contribute towards human exploitation, including human trafficking.

(Child labour)

- (e) Comply with international and local obligations relating to the employment of children, including adhering to the higher of the minimum legal working age in their jurisdiction and the standards set by the International Labour Organisation.
- (f) Ensure children under the age of 18 are not employed in hazardous work or in work incompatible with their development.

(Wages, benefits and working hours)

- (g) Comply with applicable laws and regulations relating to remuneration and benefits, including minimum wages, overtime, pensions or superannuation, leave entitlements and other benefits, and ensure the timely payment of workers.

- (h) Provide workers with clear and understandable information about all relevant employment conditions before they enter employment.
- (i) Ensure working hours do not exceed the maximum hours per week required by applicable laws.
- (j) Respect and support worker needs for appropriate leave and ensure that any overtime performed by workers is voluntary, not excessive.

(Freedom of association and privacy)

- (k) Respect workers' rights, in accordance with applicable laws, to freedom of association, to establish and join or not join workers' associations, and to engage in lawful industrial activity, without interference, intimidation or harassment.
- (l) Respect the privacy of workers and comply with all laws in the collection, use and protection of personal information in accordance with applicable laws.

(Anti-discrimination and harassment)

- (m) Not engage in or tolerate direct and indirect discrimination based on gender, age, race, ethnicity, religion, marital status, sexual orientation, gender identity, pregnancy, disability, union membership or political affiliation, or any other status protected by applicable laws.
- (n) Provide and support a workplace free from bullying, harassment, victimisation and abuse, whether physical, sexual, verbal or psychological.

(Health and safety)

- (o) Comply with applicable workplace and product health and safety laws and respect workers' rights to refuse to perform work that is unsafe.
- (p) Provide a safe and hygienic environment for workers and third parties, by identifying and managing risks, providing appropriate equipment and resources, and ensuring access to facilities and amenities. Where accommodation is provided to workers, maintain a safe and hygienic environment that meets the basic needs of those workers.

(Environmental compliance)

- (q) Comply with applicable environmental laws, regulations and standards and obtain, maintain and comply with necessary permits or approvals.
- (r) Actively manage the environmental impact of their operations, including by maximising the efficient use of energy, water and resources, minimising waste, and reducing the risk of pollution, deforestation and greenhouse gas emissions.

(Ethical business practices)

- (s) Act and conduct their business in a fair, ethical, transparent and professional manner.
- (t) Not engage in fraud, bribery or corrupt conduct, and comply with applicable anti-bribery, anti-corruption and anti-money laundering laws and regulations.
- (u) Not offer or receive improper gifts or other benefits that may affect the outcome of business dealings.
- (v) Not engage in or tolerate association with any criminal organisations or illegal activity.
- (w) Comply with international and applicable local laws and regulations relating to sanctions, export or import and trade controls.
- (x) Develop, maintain and implement policies consistent with this Code and maintain adequate records and systems to ensure compliance with this Code.

(Sub-contracting)

- (y) All subcontractors engaged or used by suppliers to provide goods and services to the Group will comply with the same or similar standards.

(Employee training)

- (z) Provide supplier workers with adequate training to perform their duties and comply with this Code and applicable laws.

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- (a) Our suppliers must monitor their compliance with this Code and promptly notify us of any significant actual or potential breaches, allegations of non-compliance or investigation into non-compliance by authorities. Suppliers must take all reasonable steps to address, remedy and prevent any further breaches.

- (b) We reserve the right to review compliance with this Code and require our suppliers to co-operate and provide information we may reasonably require. In some circumstances, we may require our suppliers to complete an annual declaration which confirms their compliance with this Code or take steps to address failures under the supplier contracts.

5 Application of this Code

This Code is intended to apply key principles and set minimum standards. The Group encourages suppliers to implement their own equivalent or stricter policies and procedures to implement the principles set out in this Code. If a supplier's contracts contain more detailed requirements in respect of any principles covered in this Code, this Code is intended to be indicative and to supplement rather than override those contractual obligations.

6 Raising a concern

Telix is committed to conducting business with honesty and integrity. Telix takes all concerns related to the way it does business seriously, and rigorously investigates all credible issues brought to its attention. As part of this commitment, Telix protects from retaliation any person who raises a concern about the way that Telix does business.

Some of the issues addressed in this Code, such as the risk of modern slavery, can be hidden, meaning it can be difficult to identify and report. It is important to respond in a way that is safe, ethical and respects the dignity and rights of the person at risk or affected by such slavery practices.

Suppliers can raise concerns about any actual or suspected breach of this Code through any of the contact points below:

- Directly with their supplier relationship point of contact
- By email to Group General Counsel via notices@telixpharma.com
- In accordance with the Telix Whistleblower Protection Policy. Whistleblower reports can be made confidentially and anonymously
- Telix also has a dedicated external reporting hotline that includes the option for anonymous reporting (provided through Syntrio/Lighthouse) through the following options:
 - Via a webform: <https://report.syntrio.com/telixpharma>
 - By phone: English (US/Canada) 1-833-214-1164; Spanish (US/Canada) 1-800-216-1288; French (Canada) 1-855-725-0002; Spanish (Mexico) 01-800681-5340; All other countries +1-833-214-1164