

SUPPLIER CODE OF CONDUCT

POLICY

May 2024





Life Science REIT PLC

SUPPLIER CODE OF CONDUCT POLICY

Approved by the Board on 23rd May 2024

1. OUR PROMISE

This supplier code of conduct sets out the standards we expect our suppliers and partners to work towards in all their dealings with us. This policy applies to all suppliers acting on behalf of Ironstone Asset Management and Life Science REIT plc, including our supply chain.

2. OUR PRINCIPLES

Health and Safety

Suppliers must provide a healthy and safe working environment for their employees, contractors and partners in accordance with international standards and national laws. This includes, but is not limited to, the provision of training, applying general principles of risk prevention and ensuring systems are in place to monitor and respond to health and safety incidents.

Data and Privacy

We expect our suppliers to respect the privacy and confidential information of all employees and business partners as well as protect data under the applicable data privacy laws.

Child Labour and Modern Slavery

Suppliers must not employ any person who is below the minimum legal age for employment. Additionally, suppliers must not use any form of forced, bonded or compulsory labour, slavery or human trafficking, and must provide appropriate training to its staff. Our suppliers must ensure that the appropriate 'Right to Work' checks are completed on all employees before employment commences.

Suppliers are required to comply with the UK's Modern Slavery Act. For our higher risk suppliers, we expect a Modern Slavery Statement to be publicly released or our Modern Slavery Attestation to be adopted.

Fair and Reasonable Pay

Suppliers shall ensure that their employees are paid fairly and reasonably including any legally entitled or agreed benefits. We encourage prompt payment of subcontractors.

Respect and Dignity

The Supplier must treat all employees with respect and dignity, and prohibit physical or verbal abuse or other harassment and any threats or other forms of intimidation. Suppliers must not

engage in or support any form of discrimination.

Anti-Tax Evasion

Our suppliers must not engage in any activity, practice or conduct which would constitute either a UK or foreign tax evasion offence and have in place reasonable policies and procedures to prevent facilitation of tax evasion by another person including their employees.

Whistleblowing

Suppliers should have a whistleblowing policy in place that enables individuals to speak out whilst being protected from criticism or sanctions if a disclosure is made in good faith. Our whistleblowing policy can be found on our website at www.lifesciencereit.co.uk

Environment

Our suppliers are expected to comply with all applicable legislation and international standards and promote recycling, energy and carbon efficiency, reduce wastage and otherwise ensure reasonable practices for managing environmental impacts.

If our suppliers carry out refurbishment works, we require them to adhere to our refurbishment standards which we apply on a “comply or explain” basis.

Anti-Bribery and Corruption

We have a zero tolerance approach to all forms of bribery, including improper offers or payments to or from employees, customers, suppliers, organisations or individuals.

Suppliers must act in accordance with all applicable international standards and laws on fraud and money laundering and maintain an effective anti-fraud and (where appropriate) an anti-money laundering compliance programme.

Supplier Standards

Our suppliers are required to be appropriately qualified and insured for their work and to provide supporting evidence if so requested.

3. SIGNATURES



Claire Boyle (Chair, Life Science REIT Plc)



Simon Farnsworth (Managing director, Ironstone Asset Management)