

Purpose	To establish Trinity’s sustainability expectations and requirements for suppliers.
Applicable Parties	Trinity’s suppliers.
Effective Date	March 26, 2024
Approval	CEO
Policy Oversight	General Counsel
Related Policies	Code of Conduct & Ethics
Review Cycle	Annual
Last Reviewed	March 2024
Last Modified	March 2024



Trinity Life Sciences Supplier Code of Conduct

Adopted March 26, 2024

Trinity Partners, LLC. (“Trinity”) is a trusted strategic commercialization partner, providing evidence-based solutions for the life sciences. With more than 25 years of experience, Trinity is committed to revolutionizing the commercial model by providing exceptional levels of service, powerful tools and data-driven insights. Trinity’s range of products and solutions includes industry-leading benchmarking solutions, powered by TGaS Advisors.

Trinity is committed to the highest level of ethical conduct and expects the same from its suppliers and business partners. Developed to align with Trinity’s Code of Conduct & Ethics, this Supplier Code of Conduct (“Supplier Code”) sets forth the Company’s expectations and criteria for consideration of suppliers. Trinity requires all suppliers and business partners to comply with this Supplier Code. Trinity defines “suppliers” as any organization that directly provides goods or services to the Company. Trinity’s Compliance Department is responsible for the implementation and oversight of this policy. This Supplier Code shall be periodically reviewed by Trinity and may be amended or modified at the discretion of the Company.

This Supplier Code is guided by the human rights principles stated in international standards, such as the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

Compliance with Laws, Rules, and Regulations

Trinity requires that suppliers conduct their business affairs in full compliance with all applicable laws, rules, and regulations. No supplier shall commit any illegal or unethical act or instruct others to do so. Suppliers must have processes in place that ensure fair competition and prevents bribery, corruption, extortion, fraud, and embezzlement.

Data Privacy and Security

Suppliers are required to comply with all applicable privacy, data protection, and information security laws and regulations in their respective countries of operation, as well as respect intellectual property rights and protect confidential information and assets. Suppliers are expected to maintain internal

policies and procedures that meet all such laws and regulations and has such administrative and technical measures in place to protect personal data (defined under applicable law) from intentional or unintentional unauthorized disclosure of personal data.

Human Rights

Trinity is committed to respecting the human rights and dignity of everyone, and we support international efforts to promote and protect human rights. Suppliers are expected to respect and protect human rights across their operations. Trinity will not tolerate any abuse of human rights in the Company's operations or supply chain, and reserves the right to take corrective actions, up to and including termination of the relationship.

Child Labor

Trinity suppliers will not knowingly use child labor. Suppliers shall comply with all local and national minimum working age laws and regulations.

Involuntary or Forced Labor, Slavery, and Human Trafficking

Trinity does not tolerate any form of abusive or illegal labor within its supply chain such as forced labor, slavery, or human trafficking. Employment must be freely chosen by workers, without threat or penalty of any sort. All forms of forced labor, slavery, or human trafficking are prohibited.

Health and Safety

Suppliers are expected to provide a safe and healthy, accident-free workplace, and comply with all applicable safety and health laws, regulations, and practices. This shall include access to potable water, sanitary facilities, proper fire safety, adequate lighting, ventilation, and personal safety equipment if needed.

Wages, Hours, and Benefits

Suppliers must comply with all applicable wage and hour laws and regulations, including those relating to working hours, minimum wages, overtime, and other elements of compensation, and will provide all legally mandated benefits.

Freedom of Association and Collective Bargaining

Trinity respects the rights of workers to freedom of association and collective bargaining across its operations and supply chain. Suppliers will respect the rights of workers to associate, organize, and bargain collectively, in a lawful manner, without penalty or interference, and in accordance with the law and international labor standards.

Harassment and Abuse

Workers will be treated with dignity and respect at all times. Trinity expects suppliers to provide a work environment free of all forms of inhumane treatment, corporate punishment, threats of violence, or other forms of physical, sexual, psychological or verbal harassment, abuse, or bullying. Suppliers will not tolerate harassment based on race, color, religion, disability, ethnicity, gender identity or expression, family, parental, or veteran status, and/or any other legally protected status based on identity or that is protected by the laws or regulations in the locations where we operate.

Supplier Diversity

Trinity is committed to sourcing goods and services from a diverse set of suppliers and is continuously seeking ways to build and reinforce long-lasting relationships. Suppliers are expected to uphold our ethical standards as well as pass them on to their own vendors engaged in the production of goods and services that the Company ultimately purchases.

Diversity, Equity, and Inclusion

Trinity is committed to diversity, equity, and inclusion and to providing employees with a work environment free of discrimination and harassment. Suppliers are to handle all employment decisions based on business needs, job requirements, and individual qualifications, without regard to race, color, religion, disability, ethnicity, gender identity or expression, family, parental, or veteran status,

and/or any other status based on identity that is protected by the laws or regulations in the locations where the supplier operates. Trinity will not tolerate any form of discrimination or harassment.

Environment

Trinity is committed to environmental management and conducting business in compliance with all applicable environmental laws and regulations and requires suppliers to do the same. Suppliers are expected to deliver goods and services in a manner that demonstrates respect for the environment and actively manages risks. Trinity expects suppliers to take meaningful steps towards effectively measuring and managing their greenhouse gas emissions, water usage, and environmental waste resulting from their operations to the extent practicable.

Conflicts of Interest, Gifts, and Entertainment

Trinity requires suppliers to comply with all applicable laws concerning conflicts of interest and to make every effort to prevent the occurrence of a situation that creates an actual, perceived, or potential conflict of interest within the scope of their business relationship with the Company.

Grievances

Trinity expects suppliers to provide formal discipline and grievance procedures to workers and provide an environment free from retaliation or intimidation.

Communication and Monitoring

Trinity is committed to the successful implementation of this Supplier Code. To meet Trinity's expectations, suppliers should educate their employees, contractors, and as needed, their suppliers, to understand and comply with the expectations established in this Supplier Code. Trinity maintains the right to engage with suppliers to monitor and ensure adherence to this Supplier Code. Non-compliance can affect the business relationship between Trinity and the supplier and may require the supplier to implement a corrective action plan to return the supplier in compliance with this Supplier Code.

For any questions regarding this Supplier Code or the expectations it sets forth, you can contact Trinity's General Counsel at compliance@trinitylifesciences.com.