



# Supplier Code of Conduct



BeiGene

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# Introduction

## Commitment to an Ethical Workplace

BeiGene, Ltd. and its subsidiaries worldwide (collectively “BeiGene” or the “Company”) is committed to conducting its business activities with integrity, quality, respect and responsibility. These four values are the key principles we consider when conducting business with suppliers, vendors, contractors and consultants (collectively, “Suppliers”) who provide goods or services to BeiGene, including but not limited to the production of raw materials, contract manufacturing, clinical research, marketing and distribution and other general and administrative services. We seek to work with Suppliers who share these commitments, as well as a dedication to high ethical standards.

We expect integrity—of our employees, our directors, and our suppliers—in all we do. We have a Code of Conduct for our employees and directors that describe the policies, procedures, and principles that they must follow.

Likewise, this Supplier Code of Conduct (“Supplier Code”) incorporates the principles of lawful and ethical conduct that we expect of our Suppliers.

We expect our Suppliers to have their own code of conduct that addresses business conduct and practices and to maintain a hotline or other mechanism for Supplier employees to report any allegations of misconduct on the part of the Supplier or BeiGene.

BeiGene intends to evaluate Suppliers’ fulfillment of the principles contained in the Supplier Code, and expects Suppliers to cooperate, including remediating identified issues. We will collaborate with Suppliers committed to improving conditions or issues identified with the goal of managing risks and creating long-term, sustainable value.

## Adherence to Laws, Regulations, & Guidance

BeiGene expects its Suppliers to adhere to all applicable laws, regulations, and standards, including those that address interactions with government officials, healthcare professionals (HCPs), healthcare organizations (HCOs), and patients.

We also expect Suppliers to abide by all laws, regulations, and standards governing ethical business activity not specific to healthcare, including those that address financial, labor, health, safety, transparency, and environmental practices.



Suppliers are encouraged to report any illegal, unethical, or non-compliant activities and maintain clear internal reporting processes of their own to facilitate this. Supplier employees should be able to report concerns without threat of retaliation or harassment. Where appropriate, Suppliers are expected to investigate and take appropriate steps to address any activities necessitating corrective action.

Suppliers are expected and encouraged to seek guidance or raise concerns to contact BeiGene about any potential misconduct or unethical behavior by BeiGene or affiliated parties. BeiGene offers a reporting helpline available at: [BeiGene.ethicspoint.com](http://BeiGene.ethicspoint.com).

BeiGene may seek to verify a Supplier's compliance with this Supplier Code of Conduct. If BeiGene becomes aware of any actions or conditions not in compliance with our standards, BeiGene will seek to work with our Suppliers to take corrective or remedial actions in line with BeiGene standards. BeiGene has established a program to monitor our Suppliers, which includes surveying and auditing Supplier adherence to the BeiGene Supplier Code of Conduct.

# Integrity

## Anti-Bribery & Anti-Corruption

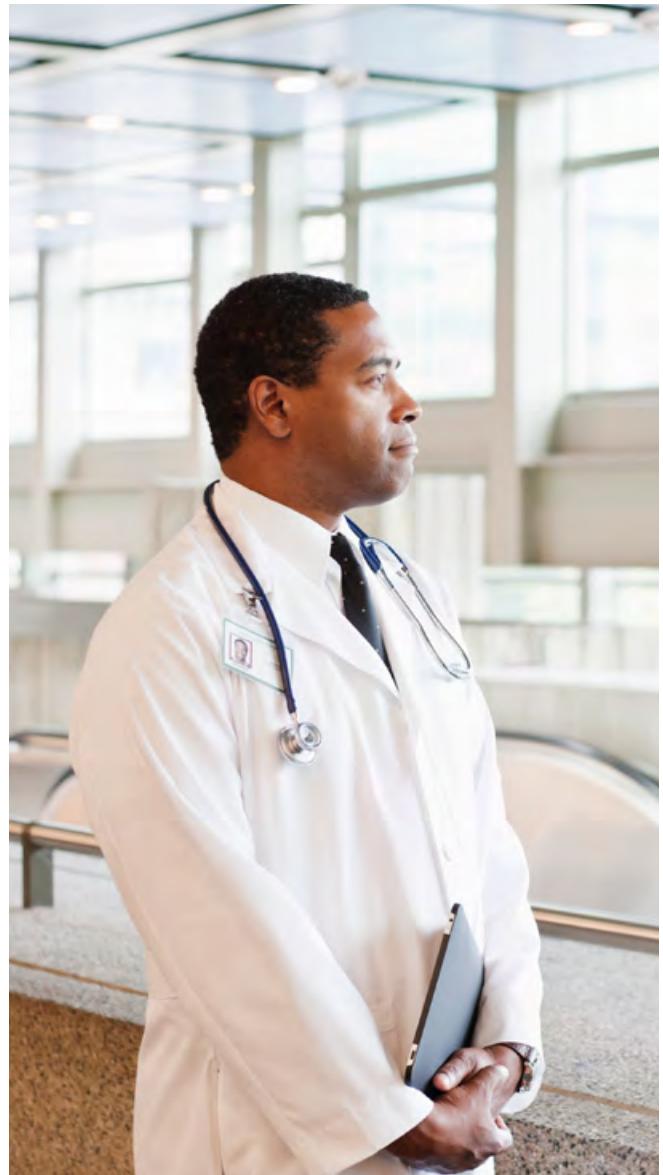
Suppliers must not offer or provide anything of value, directly or indirectly, to gain or maintain an improper business advantage, or solicit or accept any such items of value. Bribes or facilitative payments to government officials are not permitted, even if they are allowed under local law. Suppliers are expected to keep truthful, complete, and accurate records of all transactions conducted on behalf of BeiGene.

## Fair Competition

Suppliers are expected to conduct all business with integrity and in a way that reflects our commitment to fair competition. Suppliers must comply with all applicable fair competition and anti-trust laws.

## Marketing & Promotional Practices

Suppliers, especially those representing BeiGene products, may only engage in marketing and promotional practices that are accurate, non-misleading, and consistent with BeiGene guidance and all applicable regulatory requirements.



## **Conflicts of Interest**

BeiGene expects all of its Suppliers to be free from actual or potential conflicts of interest. A conflict of interest occurs whenever the prospect of direct or indirect personal gain may influence or appear to influence a Supplier's judgment or actions while conducting BeiGene business. Suppliers should avoid any relationships or situations that present or appear to present a conflict between their own interests or the interests of their other business partners and the interests of BeiGene. If any potential conflict of interest exists relating to BeiGene, Suppliers will disclose it immediately to BeiGene.

## **Trade**

Suppliers will comply with all applicable trade controls, as well as all applicable export, re-export, and import laws and regulations.

## **Privacy, Security, Confidential & Proprietary Information**

Suppliers may encounter confidential or proprietary information over the course of their engagements with BeiGene, including information about BeiGene, its business partners, its consumers, or patients. Suppliers are expected to handle information and data in a manner consistent with applicable privacy and data protection laws and regulations. Suppliers should provide proper training to employees and take appropriate physical and technical security measures to protect the privacy, intellectual property rights, and confidentiality of all concerned groups or individuals.

Suppliers must immediately report any suspected loss, damage, or unauthorized access to confidential or proprietary information to BeiGene.



# Quality

## Commitment to Quality

BeiGene is committed to delivering the highest quality products to ensure consumer and patient health and safety. We expect our Suppliers to abide by that commitment and deliver high quality products on time. Suppliers will have systems in place to monitor product quality and will adhere to all applicable laws, regulations, and standards regarding product quality.

## Accuracy of Books & Records

Suppliers must keep and maintain truthful, complete, and accurate records of their business activities. As required or where applicable, Suppliers should communicate BeiGene's policies and standards regarding recordkeeping and reporting to employees and will abide by BeiGene's policies in addition to all applicable laws, regulations, and standards.

## Management Systems

Suppliers should have robust systems in place to ensure:

- Compliance with all applicable laws, regulations, and standards wherever the Supplier operates
- Adherence to the principles set forth in this Supplier Code of Conduct
- Accurate and transparent recordkeeping
- Monitoring of systems and correction of any non-compliance detected
- Training for employees on all requirements for compliance
- Communication of the principles set forth in this Supplier Code to Suppliers throughout the supply chain

# Respect



## Non-Discrimination / Fair Treatment

BeiGene believes every employee has a right to work in an environment free from harassment and discrimination. Suppliers must never discriminate on the basis of race, age, gender, sexual orientation, ethnicity, religion, national origin, disability or medical condition, or any other reason prohibited by law.

Suppliers will treat employees fairly in all aspects of business, including recruitment, hiring, training, compensation, and promotion.

## Wages, Benefits, & Working Hours

Suppliers must adhere to all applicable laws regarding wages, benefits, and hours, including those that address minimum wages, overtime, and mandated benefits. Supplier Personnel should understand their compensation, and Suppliers will communicate to employees the basis of their pay clearly and in a timely manner.

Suppliers will provide employees with breaks and rest periods, including vacation time and sick leave, and will not ask employees to work more hours than are allowed by applicable laws.

## Freedom of Association

Suppliers must respect employees' rights to join or not join labor unions, seek representation, join workers' councils, and engage in collective bargaining as set forth in local laws.

Suppliers should create an open workplace environment where discussion of any concerns regarding wages or conditions is encouraged. Employees should be able to communicate concerns without fear of retaliation, harassment, or reprisal.



## Prohibition of Slavery, Human Trafficking, & Child Labor

All humans deserve to be treated with dignity and respect. BeiGene does not tolerate slavery, child labor, or human trafficking and will work to end any unethical labor practices discovered in our supply chains. Suppliers (and their subcontractors) shall comply with all applicable human rights laws, statutes, regulations, and industry codes in effect, including but not limited to the UK Modern Slavery Act 2015.

Suppliers shall implement due diligence procedures for their own suppliers, subcontractors, and other participants in their supply chains, to prevent human rights violations, including but not limited to slavery, child labor, or human trafficking in their supply chain.

Suppliers will not use forced, bonded, or indentured labor or involuntary prison labor. Physical abuse will not be used as a form of punishment. Suppliers must comply with all applicable anti-slavery and human trafficking laws.

Suppliers must never use child labor and will comply with all applicable child labor laws. Suppliers must notify BeiGene as soon as they become aware of any breach, or potential breach, of human rights in their business.

# Responsibility

## **Workplace Health & Safety**

Suppliers must follow all applicable health and safety laws and will work to minimize risks of accidents and injuries wherever possible. In order to minimize the impact of any potential risks, suppliers are responsible for maintaining effective emergency response procedures. Additionally, Suppliers must follow all laws regarding the use, storage, and disposal of hazardous materials, including pharmaceutical compounds.

Suppliers should provide workplace safety training to all employees and will make safety information available for employees to educate themselves.

## **Diversity in Employment**

Suppliers shall engage socially and economically different categories of vendors through inclusive sourcing processes that promote equal opportunities.

## **Emergency Preparedness & Response**

Suppliers shall identify and assess emergency situations in the workplace and any company-provided living quarters and minimize their impact by implementing emergency plans and response procedures.

## **Animal Welfare**

BeiGene is committed to humane and responsible treatment of all animals used in the development of its products. Suppliers should commit to reducing the number of animals used and minimizing pain and stress in animal research. Suppliers are expected to use alternatives to live animals whenever it is scientifically valid and compliant with applicable regulations.

## **Environmental Safety**

Suppliers should conduct business in an environmentally responsible manner and must comply with applicable environmental regulations. The health of our communities and our environment is a top priority. Suppliers should work to reduce waste and emissions and conserve natural resources by reusing and recycling whenever possible. Suppliers should have systems in place for safe disposal of waste and will have response procedures in the event of a leak or spill.





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Version 1 / Effective October 2020