



## Zymeworks Supplier Code of Conduct

March 2026

### Supplier Code of Conduct

Zymeworks Inc. is committed to operating as a responsible, ethical, and science-driven biotechnology company and to complying with all relevant local, national, and international laws and regulations. Our mission is to discover, develop, and manage innovative biotherapeutics and healthcare assets that address significant unmet medical needs. In doing so, we will not compromise our standards relating to ethics, quality, safety, human rights, or environmental responsibility.

Zymeworks expects its suppliers to comply with applicable laws and to adhere to internationally recognised environmental, social, and governance standards, including those set forth in this Supplier Code of Conduct (“SCC”) and in Zymeworks’ internal Code of Conduct and related policies.

Inspired by the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, and internationally recognised standards applicable to the life sciences and biopharmaceutical industries, this SCC represents Zymeworks’ expectations of responsible business conduct.

The purpose of this Code is to:

- Promote ethical business practices that uphold integrity and transparency across the supply chain.
- Ensure compliance with applicable local laws, regulations, and industry standards.
- Encourage sustainability by minimising environmental impact and promoting responsible sourcing.
- Protect human rights and foster safe, fair, and inclusive labor practices.
- Maintain quality and safety standards critical to the development of innovative therapeutics.

To help us uphold these commitments, this Supplier Code of Conduct defines and summarises what Zymeworks expects of its suppliers, their subsidiaries and affiliates, and their subcontractors, agents, and other business partners, regardless of location, in relation to the following categories:

- Health & Safety
- Environmental Protection

- Labour Practices and Human Rights
- Ethics & Fair Business Practices

As a Zymeworks supplier and part of our global value chain, we expect suppliers to conduct their business in line with the values and principles outlined in this SCC, in full compliance with all applicable laws and regulations, and to apply equivalent standards when selecting their own suppliers and counterparties.

Zymeworks expects its suppliers to commit to abiding by this SCC. Conduct inconsistent with or in violation of this SCC may result in Zymeworks terminating the business relationship or seeking out alternative suppliers. Any concerns or suspected violations may be reported directly to a Zymeworks contact or through [procurement@zymeworks.com](mailto:procurement@zymeworks.com).

## Health & Safety

Health and safety are of fundamental importance to Zymeworks, particularly given the nature of biotechnology research, and clinical development. Suppliers shall provide and maintain a safe working environment and promote strong health and safety practices.

- **Occupational health & safety:** Suppliers must provide a safe and healthy working environment for all employees and on-site contractors, in accordance with applicable laws and regulations. This includes identifying, assessing, and mitigating physical, chemical, biological, and ergonomic risks, as well as risks associated with facilities, equipment, and infrastructure.
- **Hazard information and safety training:** Suppliers shall ensure that information on workplace hazards is clearly communicated and that workers receive appropriate training to protect them from risks. This includes safety information and training related to hazardous substances such as chemicals, biologics, pharmaceutical active ingredients, intermediates, and laboratory materials.
- **Emergency management:** Suppliers shall identify and assess potential emergency situations and implement emergency response plans designed to minimise harm to people, the environment, and property.
- **Communication and training:** Employees and on-site contractors must be adequately informed about health and safety risks and provided with suitable training.
- **Facility operations and maintenance:** Suppliers shall have programmes in place to operate and maintain facilities safely, including laboratories, manufacturing sites, utilities, and storage areas. For high-risk operations, suppliers shall conduct risk assessments and implement controls to prevent incidents such as chemical releases, contamination, fires, or explosions.

## Environmental Protection

Zymeworks expects suppliers to comply with all applicable environmental laws and regulations and to operate in a manner that minimises environmental impact across the lifecycle of their products and services including where relevant: resource efficiency; wastewater and air emissions; waste management; pollution prevention; safe handling of materials; permits and compliance; and impact on local communities.

## **Labour Practices and Human Rights**

Zymeworks recognises that respect for human rights is fundamental to responsible business conduct. We are committed to maintaining working conditions that respect internationally recognised human rights and expect our suppliers to uphold the same standards.

- **Human trafficking and modern slavery:** Zymeworks strictly prohibits human trafficking, forced labour, bonded labour, and all forms of modern slavery. Suppliers must take appropriate steps to assess and mitigate risks of modern slavery within their own operations and supply chains and comply with all applicable modern slavery and human trafficking laws.
- **Wages and working hours:** Suppliers must pay wages, provide benefits, and set working hours and overtime in accordance with applicable laws and regulations in the jurisdictions in which they operate.
- **Child labour:** Suppliers must comply with applicable minimum age laws and the ILO Minimum Age and Worst Forms of Child Labour Conventions. The minimum working age must never be less than 15, and hazardous work must not be performed by anyone under the age of 18. Legitimate apprenticeship and training programmes are permitted where consistent with applicable law.
- **Non-discrimination and dignity:** Suppliers must not discriminate against any individual based on race, colour, religion, gender, age, nationality, social origin, sexual orientation, gender identity, marital status, disability, political affiliation, or union membership.
- **Abuse and harassment:** Suppliers must provide a workplace free from corporal punishment, inhuman or degrading treatment, physical or verbal abuse, harassment, coercion, or intimidation.
- **Freedom of association:** Suppliers shall respect the legal rights of workers to freedom of association and collective bargaining and must not interfere with or retaliate against workers exercising these rights.

Zymeworks encourages suppliers to maintain open communication channels that allow workers to raise concerns without fear of retaliation.

## **Ethics and Fair Business Practices**

Zymeworks expects suppliers to conduct business ethically, transparently, and in compliance with all applicable laws and regulations.

- **Anti-bribery and anti-corruption:** Suppliers must not engage in bribery, corruption, extortion, or improper payments of any kind. Suppliers must not offer or provide anything of value to influence a Zymeworks employee, healthcare professional, regulator, or other third party improperly.
- **Competition and anti-trust:** Suppliers must comply with applicable competition and anti-trust laws and avoid anti-competitive conduct.
- **International trade compliance:** Suppliers must comply with applicable import, export, customs, trade control, sanctions, and embargo laws and regulations.
- **Intellectual property and confidentiality:** Suppliers must protect Zymeworks' confidential information and intellectual property and may not use, disclose, or misappropriate such information except as permitted under their contractual relationship.
- **Conflicts of interest:** Suppliers must disclose any actual or potential conflicts of interest that could affect their objectivity or performance in relation to Zymeworks.
- **Accurate books and records:** Suppliers are expected to maintain accurate, complete, and honest records. This includes:
  - Keeping books and records that accurately reflect transactions in a timely manner
  - Maintaining appropriate quality, compliance, and audit processes
  - Providing, upon reasonable request, information relating to facilities, sourcing, and traceability of materials