

## California Transparency in Supply Chains Act

The California Transparency in Supply Chains Act ensures that companies doing business in California disclose information regarding their efforts to eradicate slavery and human trafficking from direct supply chain. This Act promotes corporate transparency and aims to inform consumers about the steps businesses are taking to ensure responsible sourcing, uphold human rights, and improve the lives of victims of slavery and human trafficking.

At Zydus Pharmaceuticals (USA) Inc. (hereafter referred to as “Zydus” or “we” or “our”), we are firmly committed to supporting human rights globally. We strongly oppose all forms of forced labor, slavery, and human trafficking and expect the same commitment from all our suppliers and business partners. Our practices reflect our values and our compliance with all applicable laws and regulations.

### Verification and Certification

Zydus implements a risk-based due diligence process when evaluating and selecting all suppliers. As part of this process, Zydus conducts appropriate screening of all third party vendors and suppliers, which includes screening a variety of sanctions, debarment, law enforcement and similar lists, as well as a search of adverse media. Zydus also collects necessary documentation, and evaluates each supplier’s compliance with relevant laws and policies. In its written agreements, Zydus requires that suppliers abide by all applicable laws and regulations throughout the course of the business relationship.

### Audits

Zydus includes provisions in its supplier agreements that allow Zydus to conduct audits for compliance with applicable laws and regulations, as well as compliance with the terms and conditions of the applicable agreement.

### Internal Accountability

Zydus maintains internal accountability standards and procedures for employees and suppliers. Our compliance team continuously monitors suppliers throughout the agreement based on risk level to ensure ongoing compliance.

Any incident, no matter how seemingly insignificant, that might give rise to a violation of the applicable laws, regulations or this policy must promptly be reported to the Zydus General Counsel or the Zydus Compliance Officer.

## Training

To support compliance efforts, Zydus provides regular training programs, including monthly compliance training for all employees and training on how to report any legal or compliance issues. Zydus has also adopted and implemented its Code of Conduct, which is to be followed by all Zydus personnel. Each year, Zydus employees certify that they have received, read and been trained on the Code of Conduct. Failure to comply with this policy or the Code of Conduct will be subject to appropriate performance management pursuant to all applicable policies and procedures, up to and including termination.

## Contact Information

Zydus welcomes your questions or comments regarding this policy. If you have any questions, please contact Zydus at:

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