

**Aerogen<sup>®</sup>**

Pioneering Aerosol Drug Delivery

# HUMAN RIGHTS POLICY

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## 1. Policy Statement

At Aerogen, integrity is fundamental to everything we do. We are committed to conducting business ethically, fairly, and with respect for human rights wherever we operate.

This means:

- ✓ Respecting internationally recognised human rights in our operations and business relationships.
- ✓ Maintaining a zero-tolerance approach to modern slavery, forced labour, human trafficking and child labour.
- ✓ Acting with integrity and respecting the dignity and rights of all people.

Respect for human rights supports our purpose to transform patient care and underpins our reputation as a trusted global business.

Further detail on Aerogen's approach to addressing modern slavery and human rights risks, including our governance, due diligence and supplier management processes, is set out in our Modern Slavery and Human Trafficking Statement, which is published annually on our website.

## 2. Scope

This Policy applies to:

- ✓ All employees, directors, and officers of all Aerogen group companies
- ✓ All Aerogen entities and operations globally

We expect our suppliers, distributors, contractors, and business partners to operate in line with principles consistent with this Policy.

All individuals working for or on behalf of Aerogen must:

- ✓ Act ethically and with integrity.
- ✓ Respect human rights in their activities and decision-making.
- ✓ Avoid causing, contributing to, or being complicit in adverse human rights impacts.
- ✓ Speak up and raise concerns where issues or potential breaches are identified.

This shared commitment helps us uphold our values, protect our people and stakeholders, and maintain trust in Aerogen as a responsible global business.

## 3. Our Standards

Aerogen's approach is guided by internationally recognised frameworks, including:

- ✓ The International Bill of Human Rights
- ✓ The ILO Declaration on Fundamental Principles and Rights at Work
- ✓ The UN Guiding Principles on Business & Human Rights

Where local law is more stringent, we comply with applicable legal requirements.

## 4. Our Human Rights Commitments

We are committed to the following principles:

#### 4.1 Fair and Safe Working Environment

We provide a workplace that is **safe, respectful and inclusive**.

#### 4.2 No Forced or Child Labour

We prohibit **forced, bonded, trafficked or child labour** in our operations and expect the same in our supply chain.

#### 4.3 Equality and Respect

We promote equal opportunity and foster a **diverse and inclusive workplace** where all individuals are treated with dignity, fairness and respect.

#### 4.4 Freedom of Association

We respect employees' rights to **freedom of association** and to engage in representative arrangements, in accordance with applicable laws.

#### 4.5 Fair Wages and Working Conditions

We support **fair compensation and working conditions** in line with applicable legal requirements.

#### 4.6 Responsible Supply Chains

We work with **suppliers and partners** who share our commitment to ethical labour practices and respect for human rights.

#### 4.7 Human Rights Due Diligence

We seek to identify, **assess, prevent, mitigate** and account for actual and potential adverse human rights impacts associated with our operations, products, services and business relationships. We integrate human rights considerations into relevant business processes and risk management activities.

### 5. How We Operate

#### 5.1 Governance and Responsibility

Oversight of this Policy sits with the Audit and Risk Committee of the Board of Directors, with delegated responsibility for implementation assigned to AeroGen's ESG Council.

Human rights considerations are integrated into relevant business processes, including procurement, compliance and risk management.

#### 5.2 Policy Framework

This Policy is supported by:

- AeroCode (our Code of Conduct)
- Supplier Code of Conduct

- Whistleblowing Policy
- Dignity at Work Policy

These policies provide further guidance on how to apply our human rights commitments in practice.

### 5.3 Risk-Based Approach

Aerogen adopts a risk-based approach to managing human rights risks.

This includes:

- ✓ Identifying and assessing actual and potential human rights risks in our operations and supply chain
- ✓ Conducting risk-based due diligence on suppliers and business partners, where appropriate
- ✓ Monitoring identified risks and mitigation measures over time
- ✓ Providing training to relevant employees on identifying and responding to human rights and modern slavery risks

### 5.4 Supply Chain Expectations

Our suppliers are expected to:

- ✓ Comply with our Supplier Code of Conduct or equivalent standards.
- ✓ Prohibit forced labour, child labour and human trafficking.
- ✓ Adhere to applicable human rights laws.
- ✓ Address any identified issues.

## 6. Raising & Addressing Concerns

We are committed to a culture where people feel comfortable raising concerns.

Where concerns are identified, Aerogen will:

- ✓ Assess and, where appropriate, investigate concerns.
- ✓ Take reasonable steps to prevent, mitigate or remediate adverse impacts identified.
- ✓ Engage with affected stakeholders and business partners where appropriate.
- ✓ Monitor the effectiveness of corrective actions implemented.

Aerogen does not tolerate retaliation against anyone who raises a concern in good faith. Any individual who speaks up will be supported.

Where concerns are identified, Aerogen will:

- ✓ Assess and, where appropriate, investigate concerns.
- ✓ Take reasonable steps to address issues identified.
- ✓ Engage with business partners to support improvement where necessary.
- ✓ Reassess or terminate relationships with suppliers, where issues are identified and the supplier fails to take the required corrective action.

## 7. Monitoring, Review and Continuous Improvement

This Policy will be:

- ✓ Regularly reviewed to ensure it remains appropriate.
- ✓ Updated to reflect legal and regulatory requirements.

Failure to comply this policy may result in disciplinary action in accordance with Aerogen's disciplinary procedures and applicable local laws. Breaches by suppliers, contractors or other business partners may result in corrective action or termination of the relevant relationship.