

MYRIAD GENETICS SUPPLIER CODE OF CONDUCT

Contents

INTRODUCTION.....	2
ETHICS	2
• Anti-Bribery and Anti-Corruption.....	2
• Fair Competition.....	3
• Conflict of Interest.....	3
• Data Privacy and Security.....	3
• Confidentiality	3
QUALITY	3
LABOR AND HUMAN RIGHTS	4
• Anti-Slavery / Anti-Trafficking.....	4
• Child Labor	4
• Inclusion and Diversity.....	4
• Non-Discrimination	4
• Free Choice.....	4
• Fair Treatment.....	4
• Open Communication	4
HEALTH AND SAFETY	5
• Worker Protection	5
• Process Safety.....	5
• Emergency Preparedness and Responses.....	5
SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY.....	5
• Waste and Emissions.....	5
• Spills and Releases.....	5
• Resource Use	5
• Reporting and Data Provision	5
MANAGEMENT SYSTEMS	6
• Risk Management.....	6
• Communication, Training and Competency	6
• Continuous Improvement	6
• Identification and Reporting of Concerns.....	6
APPENDIX 1: ATTESTATION.....	7

INTRODUCTION

At Myriad Genetics we hold ourselves to the highest standards built on our internal value system and the expectations of external stakeholders such as customers, regulators, and the public. It is our belief that business partners who share a commitment to these values would form a relationship that is built on trust, effectiveness, and business productivity.

Myriad Genetics is committed to:

- Operating in compliance with applicable laws and regulations at the local, national, and international levels;
- Acting in an ethical manner and operating with the highest integrity;
- Respecting human and employee rights;
- Promoting diversity and inclusion;
- Promoting the health and safety of our employees;
- Working in an environmentally sustainable manner; and
- Establishing and conducting management systems to maintain governance, business continuity, and continuous improvement.

This Supplier Code of Conduct supports our choice of third-party partners and intermediaries who can demonstrate our shared values and help them in understanding and upholding Myriad's expectations. **Suppliers are expected to adhere to the principles in this Supplier Code of Conduct or else otherwise certify that their performance is equivalent or better than the standards contained herein.**

ETHICS

Our third-party suppliers and partners will conduct their business with integrity and in an ethical manner and will hold their third parties to the same standards.

- **Anti-Bribery and Anti-Corruption**

Bribery and corruption are means of abusing entrusted power for personal gain. Bribery involves the exchange of money or some other value to induce or reward behavior that is unethical, illegal or a breach of trust.

We expect our third-party partners to have systems in place that combat and prevent bribery and corruption. Further, we expect our partners not to tolerate or engage in bribery or corruption – even if it might lead to loss of business opportunities. Our third-party partners will not:

- Give, offer, promise or accept a bribe (e.g., giving or receiving gifts, entertainment, excessive hospitality, inflated margins, cash or some other form of value to gain undue advantage); and
- Make facilitation payments (unless there is an imminent risk to personal safety).

- **Fair Competition**

Competition laws and regulations exist to ensure that markets will operate efficiently and to protect consumers. It is our aim that we – and by extension our third-party partners – will always adhere to applicable antitrust laws and to conduct business in a way that is consistent with fair and vigorous competition. Specifically:

- Not to abuse market position to exploit customers or hamper competitors;
- To ensure that all advertising is accurate and truthful;
- To only engage in discussions with competitors for legitimate business reasons; and
- Comply with all licensing requirements, boycotts, embargoes, and any other trade restrictions imposed by recognized authorities.

- **Conflict of Interest**

A conflict of interest occurs whenever the prospect of direct or indirect personal gain may influence or appear to influence judgement or actions.

We expect our employees, associates, and third-party partners to exercise commercially reasonable efforts to avoid and manage conflicts of interest, and to notify Myriad if an actual or potential conflict of interest arises.

- **Data Privacy and Security**

Data privacy and security laws exist to protect the personal data of individuals (including employees, customers, and patients). In the U.S., the Health and Insurance Portability and Accountability Act (HIPAA) and the General Data Protection Regulations (GDPR) in Europe set rigorous standards and requirements on all entities that process personal data. Similar regulations now exist across almost all other jurisdictions.

Our third-party partners will:

- Comply with all applicable data privacy laws and regulations;
- Ensure that effective administrative, technological, and physical security measures are applied to all Myriad personal data, securing it from any unauthorized use, damage, disclosure, or removal; and
- Only use Myriad personal data for purposes agreed in writing with Myriad.

- **Confidentiality**

Confidential information affecting Myriad's business, employees, customers, or patients must be protected. Any communication of such information must be pre-authorized and limited to individuals who need to know and are subject to a confidentiality agreement.

QUALITY

Suppliers to Myriad are expected to provide goods and services that consistently meet the specifications agreed upon in the applicable agreement, purchase order or contractual relationship. As such, suppliers will:

- Establish and maintain quality control systems to protect the integrity of the goods and services provided;
- Permit Myriad or an authorized delegate to conduct quality audits of the facilities, systems and/or documents related to the goods and services provided; and
- Notify Myriad of significant FDA/CE findings or any other regulatory issues, such as warning letters and letters of non-compliance.

LABOR AND HUMAN RIGHTS

Third-party suppliers and partners are expected to uphold internationally recognized human and employment rights of workers and to treat them with dignity and respect. As such we expect the following from our suppliers and partners:

- **Anti-Slavery / Anti-Trafficking**
 - Not to engage in any form of human trafficking (e.g., by using force, fraud, or coercion to subject a person to involuntary service, debt bondage, or slavery);
 - Not to place any unreasonable restrictions on a worker's freedom of movement; and
 - Not to use workers who have been required to pay for the job.
- **Child Labor**
 - To never use child labor (i.e. below the age of 15);
 - To adhere to local laws setting legal age for employment; and
 - In any case not to employ workers below the age of 18 unless it is for work that is not harmful to them and does not interfere with their compulsory education.
- **Inclusion and Diversity**
 - To maximize opportunities to individuals of ethnic minorities or who are socially disadvantaged (i.e., an individual who is likely to be subjected to gender, racial or ethnic prejudice or cultural bias in society).
- **Non-Discrimination**
 - To keep the workplace free of any form of discrimination;
 - Not to condone discrimination for reasons such as race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status; and
 - To make recruitment decisions, development and promotion based purely on merit, performance, and ability.
- **Free Choice**
 - To use voluntary workers, employing only those who freely choose to work with them and who are free to end their employment at any time.
- **Fair Treatment**
 - To ensure that the workplace is free of any form of harassment and harsh or inhumane treatment. For example, sexual harassment or abuse, corporal punishment, verbal abuse, or mental or physical coercion.
- **Open Communication**
 - To create and maintain a culture where workers are encouraged to communicate openly with management without threat of retaliation, intimidation, or harassment.

HEALTH AND SAFETY

Third-party suppliers and partners shall protect workers from physical hazards in the workplace and to ensure that conditions are safe and healthy. More specifically:

- **Worker Protection**
 - Shall comply with local and international regulations covering any interactions with hazardous materials, including documentation, registration, and notification requirements;
 - To protect from unhealthy exposure to physical, chemical, or biological hazards;
 - To have process safety controls to prevent and manage releases of hazardous materials; and
 - To make safety, health, and environmental risk information available to workers and to provide training to ensure risks are managed and people are protected.
- **Process Safety**
 - Shall ensure that programs are in place to identify and manage the risks of chemical and biological processes and to prevent or respond to catastrophic release of such agents.
- **Emergency Preparedness and Responses**
 - Shall identify and assess emergency situations in the workplace and minimize their impact by implementing emergency plans and response procedures.

SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY

Myriad's third-party suppliers and partners are expected to operate in an environmentally responsible manner and to minimize adverse impacts on the environment. Third-party suppliers and partners are expected to comply with all applicable environmental regulations, to obtain all required environmental permits, licenses and registrations and to meet all reporting requirements.

- **Waste and Emissions**
 - Systems should be in place to ensure the safe handling, movement, storage, disposal, recycling, reuse or management of waste, air emissions, and wastewater discharges.
 - Emissions to air, water, and land must be controlled and/or treated to the extent necessary to minimize the risk of adverse effects on people or the environment.
- **Spills and Releases**
 - Control systems should be in place to prevent and mitigate accidental spills and releases to the environment and any adverse impact on the local community.
 - Releases to the environment should be appropriately managed and controlled. Waste and emissions must be appropriately treated to minimize any adverse impact to human and environmental health.
- **Resource Use**
 - Actively pursue steps to conserve water, energy, and other natural resources. To continuously improve the efficiency and consumption of such resources.
- **Reporting and Data Provision**
 - Myriad's suppliers may be asked from time-to-time to provide relevant data to Myriad regarding the impacts of the products and/or services they provide to Myriad. Cooperation with these requests is expected.

MANAGEMENT SYSTEMS

Third-party suppliers and partners shall establish, use, and maintain management systems to facilitate continual improvement and compliance with the expectations set out in this document. Elements of these management systems include:

- **Risk Management**
 - Mechanisms shall be in place to identify and manage risks across all the areas set out in these principles;
 - Risk control measures shall be monitored to ensure that processes and activities are operating appropriately;
 - Reviews and assessments of the risks and controls shall be conducted in relation to work done on the third-party's behalf.
- **Communication, Training and Competency**
 - These principles and expectations shall be communicated effectively to relevant managers, employees, contractors, suppliers, and other third parties. Training should be provided to ensure that knowledge, skills, and abilities are built and maintained to meet these expectations.
- **Continuous Improvement**
 - Continuous improvement plans shall be in place such as the setting of performance objectives, the execution of implementation plans and the follow through of necessary corrective actions identified by internal or external assessments.
- **Identification and Reporting of Concerns**
 - Encourage a culture and environment of open reporting of issues and concerns relating to illegal activities or lapses in meeting these expectations without threat or fear of retaliation, intimidation, or harassment.

APPENDIX 1: ATTESTATION

Supplier Code of Conduct Attestation

By signing this form, I confirm that I am authorized to sign on behalf of and bind my organization, its employees, and agents. As such, these groups hereby acknowledge, accept, and agree to adhere to Myriad Genetics, Inc.'s ("Myriad") Supplier Code of Conduct and will be educated as to these requirements. These obligations apply equally to any subcontractor(s) who also conduct business with, or on behalf of, Myriad and/or its subsidiaries, and I accept the responsibility to educate them as to these requirements.

(Please complete all the fields marked with *)

First and Last Name*	
Title*	
Company Name*	
Email*	
Phone number*	
Date of Acknowledgement (dd-mmm-yyyy, eg. 27-Mar-1972)*	
Additional comments	
Signature*	