



## **Modern Slavery Policy**

This policy applies to all staff, contractors, suppliers and other business partners and stakeholders engaged in work with Avid Bioservices, Inc. It is the intent of this Policy is to provide requirements regarding best practices, which will minimize any risk of modern slavery in Avid Bioservices. It is the expectation that Avid has internal compliance, as well as adequate systems and programs in place to recognize and align with legislation on modern slavery.

### Policy Statement

This policy applies to all persons and entities working for, or on behalf of, Avid Bioservices. This includes all level of employees, third-party representatives, external consultants, and business partners.

Avid Bioservices is dedicated to work ethically and with integrity in our internal business processes, as well as partnering with our suppliers and customers to implement effective controls to ensure modern slavery does not occur within our working environment. Avid Bioservices requires similar standards be in place with all our external suppliers and customers. During the contracting processes at Avid Bioservices, we ensure all contracts include specific language that prohibits our partners and their use of forced, compulsory or trafficked labor, whether adults or children. In addition, Avid Bioservices monitors our suppliers hold themselves accountable for those same standards.

### Policy Principles

- Avid Bioservices will not tolerate Modern slavery practices, both internally and within its supply chain.
- Avid Bioservices will equip its employees to recognize modern slavery and provide support and guidance to report any potential issues.

### Responsibilities

The General Counsel and Avid Bioservices Environmental, Social & Governance (ESG) Steering Team has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The ESG Steering Team is responsible for approving our annual modern slavery statement.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains, including any areas of our business and supply chains which are identified as at risk of modern slavery practices.

### Compliance with the Policy

You must ensure that you read, understand, and comply with this policy.

The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for Avid Bioservices or under our control.

You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify the ESG Steering Team as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify the Compliance Manager as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, Avid Bioservices may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.

If you are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with the Compliance Manager.

Avid Bioservices aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Avid Bioservices is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

#### Complaints and Appeals

Employees who are dissatisfied with the application of this Policy, or who wish to appeal a decision made by Avid Bioservices, may contact the ESG Steering Team for information regarding their options.

#### Relevant Legislation

Please find the most relevant legislation which applies to this policy:

- Modern Slavery Act 2018
- Privacy Act 1988

#### Version Control and Accountable Officers

It is the joint responsibility of the ESG Steering Team to ensure compliance with this Policy.