

A photograph of a female scientist with curly hair, wearing a white lab coat and safety glasses, looking intently at a piece of equipment in a laboratory. The background is slightly blurred, showing other lab equipment and a bright window.

SUPPLIER CODE OF CONDUCT



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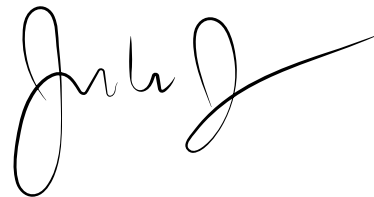
A MESSAGE FROM LEADERSHIP

At Azenta, we enable life sciences companies to bring impactful breakthrough therapies to market faster. As we serve customers across the globe, it is essential to us that we make, transport, and sell our products in a sustainable and responsible way. Today's challenges are complex and offer companies like Azenta the opportunity to make a positive impact on our shared future.

The social, ethical, and environmental footprint of our products and services cannot be dissociated from the business practices of our trading partners. International laws and regulations hold us co-accountable for non-compliant behavior in our supply chain. Our customers expect us to act responsibly. We owe this to future generations.

In my role as SVP & General Counsel at Azenta Inc., I must ensure that our business partners understand the urgency of the matter and share our commitment to sustainability.

Best Regards,



Jason Joseph
SVP & General Counsel

01 INTRODUCTION

Azenta, Inc. (“Azenta”) maintains rigorous standards of business conduct, social responsibility, and environmental stewardship for our suppliers. Azenta ensures compliance with all local workplace regulations and is dedicated to treating all stakeholders with respect and dignity.

To reflect the ethical framework that governs our business and guides our daily work, we have developed this Supplier Code of Conduct. Azenta’s Standards of Conduct serves as the foundation for this document. We expect our suppliers, contractors, consultants, and business partners to align themselves with the same fundamental principles outlined in our Standards of Conduct. It is expected for Azenta’s Suppliers to adhere to this Supplier Code of Conduct. We will not engage in business with Suppliers who knowingly violate these expectations. Azenta reserves the right to verify Suppliers' compliance with this code at any given time. This Supplier Code of Conduct is applicable to all individuals and organizations engaged in business with Azenta. This includes those who interact with government agencies, officials, or healthcare professionals on behalf of Azenta, as well as those involved in sales, distribution, promotion, and provision of services, raw materials, active ingredients, components, finished goods, or other products (collectively known as "Suppliers").

This Supplier Code of Conduct is intended to reflect the extension of Azenta’s commitment to corporate responsibility to our supply base. While Azenta recognizes that there are different legal and cultural environments in which suppliers operate throughout the world, these policies establish a framework that Azenta considers important to the management of manufacturing and distribution operations to minimize adverse impacts on the environment, to a healthy and safe workplace, to the maintenance of fair and reasonable labor practices and to the content of materials supplied to Azenta. Azenta’s management team conducts ongoing assessments of all supplier relationships, both before engagement and throughout the duration of the relationship, to gain a comprehensive understanding of and proactively respond to any potential risks that could impact our organization. We expect Azenta’s suppliers to conduct their operations in a socially and environmentally responsible manner, and we will work collaboratively with our suppliers to encourage compliance. To ensure compliance with the expectations outlined, we regularly undertake various actions and activities to evaluate and monitor our suppliers, and we employ a continuous improvement approach, iteratively refining our policies and practices.



02 ETHICS

Compliance with Applicable Laws and Anticorruption

Suppliers are to ensure their operations and the products and services supplied to Azenta comply with all national and other applicable laws and regulations.

Conflicts of Interest

Suppliers should promptly report any conflicts of interest to Azenta. This includes situations where there are personal business arrangements between employees of both parties, ownership or investment ties, or any other personal relationships that could compromise fair business practices. Azenta does not accept, and Suppliers shall not offer, inappropriate gifts or entertainment to any Azenta associate.

Corruption and Bribery

Suppliers shall comply with all applicable anti-corruption laws, rules, and regulations. Suppliers must uphold high ethical standards and refrain from any involvement in bribery, extortion, embezzlement, or corruption. Suppliers are expected to conduct their business with a commitment to fair and robust competition, adhering to all relevant anti-trust laws. They should also employ fair business practices, ensuring accuracy and truthfulness in their advertising efforts.

Fair Competition

Suppliers are expected to engage in fair dealings with their own Suppliers, adhering to ethical business practices. Suppliers must conduct their business in a manner that aligns with principles of fair competition, while complying with all relevant anti-trust laws, including accurate and truthful advertising.

Insider Trading

As Azenta is a publicly-traded company, third-party providers are required to strictly prohibit their employees from engaging in insider trading. This prohibition extends to the use of any confidential information disclosed by Azenta that reasonable investors would consider significant for making decisions to buy or sell securities.

Due Diligence

Suppliers are expected to make reasonable efforts to maintain compliance with the expectations stated in this document and ensure that their own Suppliers also adhere to these expectations.

Grievance Mechanisms

Suppliers should establish grievance mechanisms for both internal and external stakeholders to report without the threat of reprisal, intimidation, or harassment. These mechanisms should encourage individuals to report concerns, illegal activities, or breaches of ethical principles in the workplace.

Responsible Sourcing and Conflict Minerals

Azenta supports responsible sourcing practices, which includes compliance with the Conflict Minerals provision of the Dodd-Frank Act. Suppliers are expected to ensure that parts and products supplied to Azenta are DRC conflict-free (do not contain metals derived from “conflict minerals”; columbite-tantalite [tantalum], cassiterite [tin], gold, wolframite [tungsten], or their derivatives such that they do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country). Suppliers are to establish policies, due diligence frameworks, and management systems, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, that are designed to accomplish this goal.



03 HUMAN RIGHTS, LABOR, AND EMPLOYMENT

Azenta is committed to respecting human rights globally and has adopted a Human Rights Policy in furtherance of this commitment. Azenta expects Suppliers to similarly respect human rights in accordance with the following:

Child Labor

Suppliers shall not use child labor and must comply with the applicable local laws with regard to the minimum hiring age for employees.

Forced Labor and Human Trafficking

Azenta expects Suppliers to not use labor that is a result of mental or physical coercion, physical punishment, slavery, or other oppressive labor conditions. Suppliers and their employees cannot engage in any form of human trafficking.

Equal Opportunities and Non-Discrimination

Suppliers are expected to promote equality by establishing a work environment that is free from discrimination based on factors such as race, color, age, pregnancy, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status. Suppliers must ensure that their work environments are devoid of harassment and harsh and inhumane treatment, including, but not limited to, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse towards workers.

Supplier Diversity

Azenta upholds a strong commitment to diversity and inclusion, and we expect that our Suppliers will share and embody this commitment as well. We encourage our Suppliers to align with this commitment by promoting increased sourcing opportunities for small and diverse businesses, whenever applicable.

Wages, Benefits, and Working Hours

Suppliers shall compensate workers in accordance with applicable wage laws and agreed employment contracts, which encompass minimum wages, overtime hours, and mandated benefits. Suppliers should promptly and clearly communicate to workers the basis on which they are being remunerated. Overtime work must be voluntary and comply with both national and international standards.

Freedom of Association and Right to Collective Bargaining

Suppliers must respect workers' right to associate freely, in compliance with existing local laws and without intimidation, reprisal, or harassment.



04 ENVIRONMENTAL HEALTH, AND SAFETY (EHS)

Environment Protection

Suppliers shall operate in an environmentally responsible and efficient manner, aiming to minimize negative impacts on the environment. It is encouraged that our Suppliers strive to minimize the environmental impact of our operations and operate their businesses in ways that foster a sustainable use of the world's natural resources, including engaging in activities such as conserving natural resources, reducing greenhouse gas (GHG) emissions, preserving biodiversity and clean water, and minimizing the use of hazardous materials. Suppliers shall adhere to all relevant environmental regulations and obtain all necessary environmental permits, licenses, and information registrations, and restrictions shall be obtained and reported as required.

Safe Working Environment

Employees must not face any undue health or safety hazards arising from their working or living accommodations provided to workers in conjunction with their employment. Suppliers are expected to establish and maintain a management system or program that encourages continual improvement in EHS performance.

Hazardous and Restricted Substances

Suppliers shall comply with all relevant environmental laws and regulations concerning waste, hazardous, or toxic materials. Suppliers are encouraged to make efforts to reduce the use of hazardous or toxic materials, including implementing targeted reduction initiatives and exploring the use of less hazardous alternatives whenever feasible.



05 INTELLECTUAL PROPERTY AND DATA PRIVACY

Intellectual Property

Suppliers who have access to confidential information from Azenta are strictly prohibited from disclosing such information to any third parties without obtaining written consent from Azenta. Suppliers must demonstrate respect for intellectual property rights, ensuring that the transfer of confidential information is conducted in a manner that safeguards these rights.

Data Privacy

Suppliers have a responsibility to protect and appropriately utilize confidential information, safeguarding privacy rights. Compliance with relevant privacy and data protection laws is mandatory, and Suppliers must ensure the secure handling, protection, and lawful use of personal data. Suppliers are encouraged to take all reasonable precautions to protect personal data from loss, misuse, and unauthorized access, disclosure, alteration, and destruction, subject to applicable laws.



06 MANAGEMENT SYSTEMS

Suppliers are to maintain effective management systems that integrate environmental, occupational health and safety, human rights and labor policies, and ethics into their business and decision-making processes. This includes establishing appropriate objectives and targets, regularly measuring and assessing performance, and practicing continual improvement.



07 REPORTING NONCOMPLIANCE

Suppliers are expected to report violations or possible violations to the reporting line - 888-311-6684 in the U.S. or the general Corporate Ethics Hotline email is corporate.ethics.us@azenta.com. The Corporate Ethics Hotline is anonymous and managed by an independent company that monitors and receives all calls, and is designed to ensure protection for anyone sending a report.

Specific questions regarding Azenta's Supplier Code of Conduct can be addressed to ESG@azenta.com.

ABOUT AZENTA LIFE SCIENCES

Azenta Life Sciences is dedicated to enabling life sciences organizations around the world to bring impactful breakthroughs and therapies to market – faster.

Azenta Life Sciences encapsulates our commitment to helping customers reach new heights in their pursuit of scientific progress. By integrating our industry-leading capabilities, Azenta Life Sciences' enterprise-wide sample exploration and management solutions will accelerate discovery, development and delivery, with greater speed and precision. At Azenta, we strive to keep elevating each other, our customers' work and our industry – building a healthier world for people everywhere.

