

TOXICOLOGY AND RISK ASSESSMENT (TARA) CONSULTING LIMITED

CODE OF CONDUCT

1. Principles

Toxicology and Risk Assessment (TARA) Consulting Ltd. will operate in accordance with the principles of:

- Human Rights and Labour Rights
- Health, Safety, Quality and Environmental matters
- Diversity & Inclusion
- Anti-Corruption and Bribery
- Data Protection & Management Systems

We expect all our Associates to equally respect these principles, as detailed below.

2. Code of Conduct

2.1 Human Rights

We will support, respect and comply fully with all applicable laws and local human rights standards as well as ensuring they are not complicit in human rights abuses.

2.1.1 Non-discrimination

Our Directors and Associates will have equal opportunities regardless of gender, race, religion, age, sexual orientation, disability, nationality, political views and social or ethnic background. All will be treated with respect and not be discriminated against in any way or intimidated either verbally, physically or mentally. The same shall apply to the employees of our Associates.

2.1.2 Working hours and remuneration

We and our Associates shall fully comply with all applicable laws, regulations and industry standards on working hours and pay. Associates shall be paid according to applicable wage laws, including minimum wages, overtime hours and associated benefits. Associates will provide workers with breaks, time off and sickness allowance in accordance with local laws.

2.1.3 Forced labour

TARA Consulting Ltd. will not tolerate any form of forced labour. Associates must not engage in or support any forms of compulsory or bonded labour. Associates must not require any form of deposit from its workforce and must ensure all forms of identification e.g. passport, driving licence etc. remain in the possession of its employees.

2.1.4 Child labour

Associates shall not use child labour or be complicit in its use throughout its own Associates. Associates must ensure that all employees meet the minimum legal age for employment for all their operations irrespective of location. Associates are expected to inform the relevant authorities and TARA Consulting Ltd. immediately on finding any evidence of child labour

either in its own operations or that of its Associates.

2.1.5 Right to Work Documentation

Associates must check employees and prospective employees have the right to work in any country that the supplier provides goods and services. Associates should keep copies of all associated documentation provided by the employee and ensure it is genuine, unchanged from the original and that the employee has permission to undertake the work being offered.

2.2 Anti-Corruption

Associates shall comply with all applicable laws and regulations and industry standards related to anti-corruption. Associates shall not bribe or attempt to bribe any public official, private person, representative of TARA Consulting Ltd. or any party acting on behalf of TARA Consulting Ltd. Associates must not use illegal payments, bribes, kickbacks, grease payments or other inducements to influence any business transaction.

2.3 Health & Safety

2.3.1 Health & Safety in the Workplace

The workplace, irrespective of the employees' role and place of work e.g. office-based, site etc. will be a safe and healthy place of work and in accordance with all applicable laws or local standards. Associates must never compromise the safety of their own workforce, TARA Consulting Ltd. representatives, third parties or the wider general public. Appropriate health and safety training, information and ongoing support must be made available to all Associates.

2.3.2 Hazards

Associates shall have suitable systems in place for providing workers and any associated contractors with safety information relating to hazardous materials. This should include providing training and protecting employees from potential hazards including, but not limited to, raw materials, products, solvents, cleaning agents and waste products.

2.3.3 Emergencies

Associates must have in place suitable emergency plans across their operations to minimize the potential impact of any emergency either as a result of its own operations or that of anyone working on their behalf.

2.4 Environment

Associates will comply with all applicable environmental laws and regulations and have in place the correct licences, permits, registrations and restrictions for their operations including, but not limited to:

- Ensuring safe storage, handling, recycling or management of waste
- Managing any spillages/releases in accordance with guidelines applicable to the product and all practical measures taken to minimise the impact on the environment

In addition, TARA Consulting Ltd. and their Associates will:

- Identify all potential environmental impacts and opportunities from their activities and seek to address and reduce these through appropriate planning and/or mitigation measures

- Seek to minimise pollution and use natural resources sustainably by considering environmental performance, energy use and climate change in all investment decisions, planning, development and management activities
- Ensure regulatory compliance and continuous improvement by identifying appropriate environmental standards, developing and implementing guidelines, implementing pollution mitigation measures, monitoring environmental performance, and reviewing activities where necessary
- Provide environmental training and awareness to staff to enable them to carry out their jobs responsibly, and ensure accountability for environmental performance

TARA Consulting Ltd. will inform and engage with our Associates, regulators and communities and ensure that our contractors, Associates and partners meet or exceed our environmental expectations.

2.5 Ethical Procurement

TARA Consulting Ltd. expects the activities of its Associates to be based on sound business values, demonstrating an open, ethical and fair approach with its Associates. Associates are expected to conduct their business in a fair, consistent, open and honest manner

2.6 Sustainability

Associates must take all reasonable measures to ensure that their activities are undertaken in a manner consistent with TARA Consulting Ltd's commitment to sustainable procurement. We expect all our Associates to conduct their operations in a sustainable manner.

2.7 Data Privacy and Information Protection

TARA Consulting Ltd has an established policy on data privacy and information protection (see attached). Associates shall similarly maintain adequate protection of personal data and information for their operations, any third parties acting on their behalf and TARA Consulting Ltd. in accordance with the principles of The General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679).

2.7.1 Protection of Personal Information and Business Information

Personal and business information is held by TARA Consulting Ltd. solely in password protected devices. This includes photographs, CVs and all client data. Specific confidentiality agreements are set up with partners and clients as required. Associates will be consistent throughout their operations and be compliant with applicable data protection/privacy laws for all information, including personal information. Proper organisational structure, processes and procedures to ensure the protection, confidentiality, integrity and availability of information against accidental, unauthorised or unlawful loss, destruction, alteration, disclosure or use should be in place. This may include high level policies, procedures, guidance and training to cover security whilst taking reasonable steps to stay current. In all cases, Associates must notify TARA Consulting Ltd. immediately regarding any actual or suspected data breach. This will also include measures being taken by the Associates, mitigations and outcomes to minimise the effect of the breach and likelihood of a reoccurrence.