onesource

RESPONSIBLE SOURCING POLICY

1. INTRODUCTION

Incorporated in 2007, OneSource Specialty Pharma Limited (hereinafter referred to as "OneSource," "we," or "our") is a pure-play specialty pharmaceutical CDMO. The company focuses on the development and manufacturing of complex pharmaceutical products including biologics, drug-device combinations, sterile injectables, and oral technologies (soft gelatine capsules).

We are driven by our core values of **Integrity, Competency, and Efficiency**. Our growth is strategically tied to a steadfast focus on sustainability, which is central to our business approach. This ensures we consistently deliver on our commitments to all stakeholders, including customers, patients, employees, partners, investors, and the communities we serve. We strive to align with international frameworks such as the United Nations Global Compact (UNGC) and the Pharmaceutical Supply Chain Initiative (PSCI) to continuously enhance our supply chain practices and maintain our position as a trusted CDMO partner.

In alignment with our core values, OneSource places strong emphasis on responsible sourcing. This policy outlines our approach to ensuring that our supply chain upholds the highest standards of integrity, environmental stewardship, and social responsibility.

2. SCOPE

This policy shall govern all suppliers, contractors, and service providers integrated within the OneSource ecosystem. Our supplier network encompasses, but is not limited to, entities and individuals delivering services, raw materials, active pharmaceutical ingredients (APIs), excipients, biological materials, components, packaging materials, equipment, finished products, or other essential resources whether through direct or indirect collaboration.

This policy shall extend across all our procurement channels in a phased manner, defining our forward-thinking approach to collaborating with partners and setting clear standards for their operational conduct. It shall apply to all those who are working at any OneSource office or manufacturing facility globally, as well as our extended supply chain partners supporting our operations.

3. OUR SUSTAINABILITY APPROACH

Our approach focuses on conducting routine assessments, ensuring traceability, mitigating risks, and promoting sustainable practices throughout our supply chain. We aim to create a responsible ecosystem that balances economic, environmental, and social considerations while meeting the stringent quality and regulatory requirements of our diverse customer base.

The objectives of this policy are to:

- **Enhance the environmental, social, and economic outcomes** of our procurement processes by integrating sustainability principles into different areas of sourcing and supplier engagement.
- **Promote a culture of sustainability** among our suppliers, encouraging them to adopt practices that reduce environmental impact, improve social conditions, and strengthen governance structures in the communities in which they operate.
- **Encourage collaborative relationships** with suppliers, offering guidance and support as they work towards building more sustainable operations with a focus on governance practices.
- **Ensure supply chain resilience and reliability** to support our customers' product development and commercialization timelines while maintaining the highest quality standards.
- **Align our sourcing practices** with the sustainability commitments and expectations of our global pharmaceutical and biopharmaceutical customers.

4. COMPLIANCE WITH ONESOURCE'S VENDOR CODE OF CONDUCT

At OneSource, it is vital to business success and sustainability that alongside the Company, its vendors/ suppliers (hereinafter referred to as "vendors") share our commitment to high ethical standards and operate in an environmentally responsible and ethical manner.

All vendors are required to adhere to **OneSource's Vendor Code of Conduct**, which includes standards for:

- Business ethics and anti-corruption;
- Human rights and fair labor practices;
- Environment, Health, and Safety (EHS);
- Responsible business conduct;
- Quality management systems appropriate to pharmaceutical manufacturing;
- Data integrity and confidentiality

The Vendor Code of Conduct reflects our commitment to sustainable sourcing and details our expectations from suppliers with respect to Human Rights, Environmental Sustainability, and Health and Safety. The Code is reviewed at least once every three years and shall be collected from every vendor annually as part of vendor surveillance.

Adherence to OneSource's Vendor Code of Conduct is an essential requirement for any vendors seeking to collaborate with OneSource. For detailed information, please refer to **OneSource's Vendor Code of Conduct**.

5. SUPPLIERS' SCREENING

We employ robust screening mechanisms to ensure that vendors meet OneSource's exhaustive checks and standards. We follow a structured vendor qualification process that includes source identification, selection, evaluation, and approval.

We categorise suppliers as **critical** or **non-critical** based on a comprehensive set of parameters:

Critical suppliers are those whose goods, materials, and services have a significant impact on:

- Product quality and patient safety;
- Our customers' regulatory compliance;
- Our competitive advantage and operational continuity;
- The success of customer development programs and commercial supply

Non-critical suppliers are those whose goods or services support various elementary aspects of operations without direct impact on product quality or customer commitments.

The parameters considered for categorisation include:

- Volume supplied and spend value;
- Criticality of materials supplied to our CDMO operations;
- Impact on product quality and regulatory compliance;
- The supplier's market position and our level of dependency;
- Customer-specific requirements and preferences;
- Potential environmental and social impacts that are material to our operations;
- Geographic risk factors and supply chain vulnerabilities

6. EVALUATION, ASSESSMENT, AND RISK MANAGEMENT

Before any vendor is approved as a qualified source, they undergo a detailed evaluation process that looks beyond quality metrics, including cGMP standards and regulatory assessments. This process involves both a paper-based audit assessment and an on-site audit.

Our evaluation process includes:

6.1 Review of Supplier Landscape

Reviewing the supplier landscape involves analysing whether all aspects of a vendor's operations meet our global regulatory expectations and industry standards. It also includes a risk evaluation of vendors, considering multiple factors and dimensions, including but not limited to:

- Geographical location and geopolitical risks;
- Current regulatory compliance status (FDA, EMA, MHRA, etc.);
- Facility profile (dedicated or multi-product);
- Manufactured product types and complexity;
- Previous inspection history and warning letters;
- Financial stability and business continuity planning;
- Capacity to support both development and commercial scale requirements

6.2 Desktop Review

The desktop review incorporates customised checklists centered around capturing information on ESG aspects, quality systems, and regulatory compliance. This assessment helps us prioritise engagement and development efforts with our supplier base.

6.3 Physical Audit

Physical audits involve on-site assessments of select critical high- and medium-risk suppliers. However, an on-site audit is mandatory for all suppliers grouped in the Direct Material category, particularly those supplying:

- Active Pharmaceutical Ingredients (APIs)
- Critical excipients and biological materials
- Primary packaging components
- Critical process equipment and consumables
- Contract testing laboratories

6.4 Continuous Improvement

After the assessment, we provide a Corrective and Preventive Action (CAPA) plan addressing the gaps and areas for improvement. Periodic re-assessments are conducted to assess the steps taken towards CAPA implementation. Additionally, we carry out a requalification process every two years to ensure continued compliance and performance.

This evaluation process helps us maintain an effective and sustainable supply chain.

7. CAPACITY BUILDING OF BUYERS

Empowering our procurement teams with ESG (Environmental, Social, and Governance) knowledge ensures that purchasing decisions align with our sustainability goals, customer expectations, and regulatory requirements.

We conduct periodic training programs and workshops for our procurement teams/buyers, emphasising:

- ESG principles in pharmaceutical CDMO operations;
- Sustainable sourcing of pharmaceutical-grade materials;
- Supplier due diligence and risk mitigation;
- Customer-specific sustainability requirements;
- Regulatory landscape and compliance expectations

The capacity-building sessions are conducted annually and cover sustainability topics, including but not limited to:

- Responsible for sourcing of APIs and raw materials;
- Labor rights and ethical employment practices;
- Environmental compliance and carbon footprint reduction;
- Supplier diversity and local sourcing opportunities;
- Animal welfare in biological material sourcing

To enhance practical understanding, the training includes case studies, regulatory updates, and interactive modules designed specifically for our teams, ensuring they are equipped to adhere to and advance our sustainability goals.

8. CAPACITY BUILDING OF PARTNERS

OneSource conducts periodic training, engagement, and awareness workshops for suppliers/partners engaged in procurement, trading, contracting, and related functions. These sessions include both remote and on-site support to assist in implementing corrective actions and improvement plans.

To further strengthen ESG capabilities across the value chain, ESG-focused workshops have been introduced, covering essential topics, including but not limited to:

- Sustainable supply chain practices;
- Regulatory developments in environmental and social compliance;
- Ethical governance and anti-corruption measures;
- Human rights and fair labor practices;
- Environmental and social responsibility;
- Quality management systems aligned with sustainability;
- Energy efficiency and waste reduction in manufacturing

In addition, new suppliers undergo an onboarding module on ESG and sustainability practices. We recognise that our suppliers' sustainability performance directly impacts our ability to serve our customers effectively, and we are committed to supporting their continuous improvement journey.

9. GRIEVANCE MECHANISM

OneSource is committed to maintaining an open and transparent environment where concerns can be raised without fear of retaliation.

Employees and/or Suppliers are encouraged to raise any concerns, suspicious activities, or violations of this Policy through:

- Email: ethics@onesourcepharma.com
- Direct communication with their OneSource point of contact
- Anonymous reporting channels as available

All reported concerns are investigated thoroughly and addressed appropriately, maintaining confidentiality throughout the process. We take all allegations seriously and are committed to taking appropriate action based on investigation findings.

Retaliation against anyone who raises a concern in good faith is strictly prohibited and will result in disciplinary action.

10. COMMUNICATION AND PERIODIC REVIEW OF POLICY

This policy has been approved by our Board of Directors. The Policy shall be subject to review every three years and as may be deemed necessary and in accordance with:

- Regulatory amendments
- Changes in industry best practices
- Customer requirements and expectations
- Evolving sustainability standards and frameworks
- Material changes in our business operations or supply chain

We ensure that we inform major changes to the Policy promptly, by an update on the Company's website, or any other appropriate way of contacting relevant parties.

Version Control Sheet

Version Number	Date of Board Meeting	Remarks
V1	Approved and adopted in the Board Meeting held on May 13, 2026	Adopted in line with requirements of ESG parameters