



Supplier Code of Conduct Adopted July 25, 2022

At Pacific Biosciences of California, Inc. (PacBio), our mission is to enable the promise of genomics to better human health. We pursue this mission by developing advanced sequencing technologies that enable our customers to explore the genetic basis of life. Every day, our customers are using our technology to understand and solve humanity's most pressing problems – tracking infectious diseases, cancer, rare disease, alleviating hunger, and so much more. Our mission informs everything we do at PacBio. It propels us to continue innovating to accelerate scientific breakthroughs that will better humanity and improve life for all living things in our communities and around the world.

In fulfillment of our mission, we conduct business with numerous suppliers. We expect our suppliers to hold themselves and their employees to high ethical and moral standards, and to conduct business in a socially and environmentally responsible way. This Supplier Code of Conduct (this "Supplier Code") outlines the principles all suppliers must uphold, in addition to all local laws and regulations in the geographies where they operate.

Supplier Expectations

This Supplier Code establishes PacBio's expectations of its suppliers. Suppliers are responsible for meeting these expectations and for ensuring that their teams uphold these practices within their business operations. PacBio expects suppliers to self-police with regard to these policies and to notify the company if the supplier is unable to meet or achieve the expectations outlined by this Supplier Code.

Ethics

We hold ourselves and our suppliers to the highest ethical standards. Our expectations include robust supplier commitments to:

1. *Anti-bribery:* PacBio requires compliance with all applicable anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act. We will not tolerate suppliers that engage in bribery, corruption, extortion and/or embezzlement or tolerate such practices within their organizations. We expect that all suppliers will establish and follow fair business practices.
2. *Conflicts of Interest:* Suppliers must disclose any actual or potential conflicts of interest prior to entering any business relationship with PacBio. We expect all



suppliers to notify PacBio about any potential conflict of interest that may arise during our contract period.

3. *Exclusions:* Suppliers must disclose all information that could harm PacBio in its ability to conduct business, such disclosures could include information related to their ability to participate in federal government contracts or programs, sanctions, suspensions, or other events, such as exclusions, or suspensions of persons within their entity.
4. *Gifts:* Suppliers must not offer or accept any payment, or monetary gift that is intended or could be construed as intended to influence business decisions. Further, suppliers must comply with all applicable laws and policies, such as the Sunshine Act, which restrict the provisioning of gifts to healthcare workers, and/or other applicable individuals.
5. *Protection of Confidential Information and Intellectual Property:* Suppliers must protect all confidential information accessed during the course of business, including but not limited to personal information, material nonpublic information, proprietary information, trade secrets, or other intellectual property. Suppliers should also comply with all applicable laws and regulations related to privacy.
6. *Non-Retaliation:* Suppliers should ensure there is a clear process for their workers to report concerns without fear of retaliation.
7. *Tax Compliance:* Suppliers must comply with all applicable tax laws.

Labor Practices

PacBio expects all suppliers to promote the safety, rights, and wellbeing of all their workers. We expect all suppliers to comply with all applicable labor laws and to promote a positive working environment within their organizations. Specific expectations include:

1. *Freely chosen employment:* PacBio will not conduct business with suppliers using forced or bonded labor, prison labor, or workers who do not have the ability to terminate their employment, for any reason.
2. *No child labor:* Suppliers must not use child labor in any part of their supply chain. It is expected that suppliers make every reasonable effort to verify the age of their workers, in compliance with all applicable laws and regulations.
3. *Wages and benefits:* Suppliers must provide wages and benefits to all workers in compliance with local laws and regulations, and in a timely manner. Suppliers should have written agreements reflecting wages and benefits with workers, must provide any wages or benefits to workers mandated by local laws.
4. *Non-discrimination:* PacBio values diverse perspectives and encourages suppliers to foster a diverse and inclusive organization. As part of our commitment to diversity and inclusion, and in compliance with appropriate non-



discrimination laws and policies, we expect suppliers to provide their workers with a workplace free from verbal, mental, and physical harassment, and abuse. Suppliers must not engage in discriminatory employment practices on the basis of race, ethnicity, sexual orientation, gender identify or expression, age, disability or genetic predisposition, pregnancy, religion, political opinion, covered veteran status, marital status, or other similar characteristic.

5. *Freedom of association:* We expect suppliers to respect workers' right to choose whether to lawfully and peacefully form or join a trade union and to bargain collectively.

Health and Safety

Providing a healthy, safe, and respectful work environment is essential for all PacBio suppliers. Suppliers are expected to comply with all applicable occupational health and safety laws.

1. *Occupational health & safety:* Suppliers must provide a workplace designed to minimize occupational hazards, where workers are provided occupational health and safety training and efforts are made to identify potential hazards and mitigate potential safety risks. All supplier workers should be provided with and required to use appropriate personal protective equipment. All identifiable workplace hazards such as mechanical, electrical, chemical, fire, and physical hazards, should also be clearly identified.
2. *Appropriate working conditions:* Suppliers are required to provide workers with a safe, sanitary work environment that provides access to structurally sound facilities, safe drinking water, toilet facilities, facilities for food preparation and consumption, as well as sufficient ventilation, heating, and/or air conditioning.

Environment

PacBio believes that it is our collective responsibility to measure, understand, and reduce the environmental impact of our business operations. We encourage our suppliers to similarly adopt policies seeking to mitigate the environmental impact of their business operations.

1. *Environmental permits, reporting and legal requirements:* Suppliers should obtain all relevant permits necessary to their business operations and comply with all regulatory reporting requirements.



2. *Energy consumption*: Suppliers are encouraged to have a management plan to address the reduction in energy consumption. Suppliers should strive to improve their energy efficiency.
3. *Pollution prevention*: Suppliers should be aware of pollutants that are emitted and implement practices to minimize discharges, including monitoring and control equipment, production adjustments, and regular maintenance.
4. *Hazardous substances*: Suppliers should manage their hazardous waste and aim to responsibly dispose of or recycle relevant waste.
5. *Resource stewardship*: Supplier business processes should be designed to conserve natural resources and to support the reduction of use, reuse, or recycling of resources, when possible.

Management Systems & Communication

Suppliers should be able to demonstrate compliance with this Supplier Code, the PacBio Code of Conduct and applicable laws and regulations via policies and business practices.

We expect suppliers to raise concerns within their organizations, and to customers like PacBio within a timely manner. We will investigate all allegations of supplier misconduct and take appropriate steps or corrective action when needed. All concerns arising in connection with this Supplier Code should be reported to PacBio via email at purchasingmp@pacb.com.