

Anti-Slavery and Human Trafficking Statement

Telesis Bio Inc.

This statement is made on behalf of Telesis Bio Inc. and its affiliates and subsidiaries (collectively, “Telesis Bio” or “we”) under the United Kingdom Modern Slavery Act 2015, and the Australian Modern Slavery Act 2018, and constitutes Telesis Bio’s Anti-Slavery and Human Trafficking Statement (“Statement”) for the financial year ending December 31, 2022.

Telesis Bio Inc. is a publicly held corporation headquartered in the United States and incorporated in the state of Delaware, with subsidiaries in a number of other countries, including but not limited to SGI-DNA Limited, registered in London, United Kingdom. Telesis Bio is a leader in automated multi-omic and synthetic biology solutions focused on providing applications to enable researchers to rapidly, accurately and reproducibly build or “write” high-quality synthetic DNA and mRNA and short oligonucleotides in multiple markets, including healthcare, agriculture, technology, and various consumer markets. We employ over 200 employees in 6 countries.

Telesis Bio is committed to acting ethically and with integrity in all of its business relationships. Telesis Bio supports and respects the protection of internationally recognized human rights. Accordingly, we do not tolerate modern slavery or human trafficking in our organization or supply chain.

Given the nature of Telesis Bio’s business, we believe there is minimal risk of practices that support, facilitate or are complicit with modern slavery, either within Telesis Bio or our supply chain. Our directly employed workforce is largely educated or skilled, and working in controlled environments where there are established policies and processes. To avoid complicity in human rights abuses in our supply chain, our standard contracts require vendors to comply with all applicable laws, rules and regulations including those relating to human trafficking and modern slavery. In addition, we conduct vendor due diligence to understand a potential vendor’s reputation and business practices. We will take action to discontinue relationships with vendors and other business partners who fail to meet our high standards for legal and ethical business conduct.

Telesis Bio supports United States government policies prohibiting trafficking in persons. As such, Telesis Bio strictly prohibits its employees and its contractors and agents from:

- Engaging in any form of trafficking in persons.
- Procuring commercial sex acts.
- Using forced labor or unlawful child labor in the performance of any work.
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority.
- Using misleading or fraudulent practices during the recruitment of employees or offering of employment/contract positions, such as failing to disclose, in a format and language understood by the employee or applicant, basic information; or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing, and associated costs (if provided by the employer or agent), any significant cost to be charged to the employee or applicant, and, if applicable, the hazardous nature of the work.
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- Charging applicants recruitment fees.
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment.
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards.
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing with legally required information and in a language the employee understands.

Telesis Bio is committed to complying with all laws, regulations, and rules applicable to its business, in order to achieve and maintain the highest ethical standards. Telesis Bio's Code of Business Conduct and Ethics establishes the company's expectations regarding ethical and responsible business conduct, and includes standards requiring fair dealing with employees and business partners, protection of people and the environment, equal opportunity and fair employment practices, and respectful working relationships. All Telesis Bio employees receive training on the company's Code of Business Conduct and Ethics and Anti-Bribery Policy, and are required to provide an acknowledgment of acceptance.

Telesis Bio requires employees to promptly report any known or suspected violation of the Code of Business Conduct and Ethics, company policies or other illegal or unethical behavior, and provides mechanisms for reporting in confidence. We will investigate allegations and take appropriate corrective actions. Violations of the Code of Business Conduct and Ethics, or failure to report actual or suspected misconduct, can result in disciplinary action including termination of employment. Telesis Bio does not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation.

Going forward, Telesis Bio will continue to look for additional mechanisms to ensure the values expressed in this Statement are effectively carried out.