



## Code of Conduct Policy

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### 1. PURPOSE AND SCOPE

This Code of Conduct Policy (“Policy”) reflects the core values of Starpharma which drive its culture:

- Teamwork
- Superior Performance
- Innovation
- Integrity
- Accountability

The Board and management are committed to promoting and implementing these values, and these, together with the requirements of this Policy, set out the standards of behavior expected of all directors, officers and employees (“Employees”) in all dealings and relationships including with shareholders, contractors, customers and suppliers, and with the Company. Board and management are committed to promoting and implementing these values and practices.

If you do not understand this Policy, or how it may apply to you, you should seek further advice from the Company Secretary.

Any breach of this Policy may result in disciplinary action or termination of your contract of employment or engagement.

This Policy is a summary of complex legal provisions and is therefore a general guide. It does not constitute legal advice. This Policy is also not intended to address every circumstance, nor is it a summary of all the laws and regulations that apply to the Company. Employees are always expected to use common sense and best judgement when addressing business conduct issues, and to seek guidance if the best course of action is not clear.

This Policy was last reviewed and adopted by the Starpharma Board on 21 March 2024 and will be periodically reviewed to ensure that it is operating effectively and to determine whether any changes are required to this Policy. This Policy must be read in conjunction with the other relevant policies to ensure its full understanding and compliance.

### 2. RESPONSIBILITIES AND POLICY

#### 2.1 Responsibilities to Shareholders

The Company is committed to delivering shareholder value by promoting and maintaining a reputation for integrity and the highest standards of ethical and moral behaviour at all levels in the Company.

#### 2.2 Employment Practices and Responsibilities to the Individual

##### 2.2.1 Equal Opportunity

The Company is committed to providing equal opportunity in employment to all Employees and applicants for employment. Employment decisions must be based on merit and without discrimination on the basis of a person’s race, colour, religion, gender, age, national origin, sexual orientation, disability, marital status, parental or carer responsibilities, pregnancy or any other personal characteristics protected by the law.

## 2.2.2 Conditions of Employment

The Company strives to achieve best practice in recruitment, employment conditions, performance review and development.

## 2.2.3 Discrimination, Harassment and Bullying

Discriminatory conduct, harassment, bullying, or racial or religious vilification in any form will not be tolerated and are covered by anti-discrimination laws. The Company has a corporate policy specifically dealing with discrimination, harassment and bullying.

## 2.2.4 Sexual Harassment

The Company will not tolerate sexual harassment or victimization and is committed to taking all reasonable and proportionate measure to prevent workplace sexual harassment, sex-based harassment, discrimination, hostile work environment, victimization and harm from occurring at first instance.

## 2.2.5 Relationships at work

Starpharma has a small number of employees and the integrity and robustness of internal controls is integral to the functioning of the organisation. Close relationships between employees can affect the integrity of such controls on a perceived or real basis and may also create conflicts of interest.

Respectful professional associations between employees in the workplace foster effective work performance and contribute to making the workplace a pleasant and enjoyable place to work. These associations are encouraged, provided that they do not interfere with the work performance of either individual or with the effective functioning of the workplace.

Romantic or sexual relationships between employees could ultimately result in conflict or difficulties in the workplace and real or perceived issues with conflicts of interest and differential treatment, as well as the real or perceived impact on internal controls.

Employment of relatives or close friends, or romantic or sexual relationships between employees may be inappropriate. If such a close personal relationship exists or develops, both parties must disclose it to the Director People & Culture, who will discuss the matter with the CEO or the Board (as appropriate) to agree how the matter will be managed or resolved.

Where Starpharma reasonably considers that there is a close personal relationship which has not been disclosed, Starpharma may request further information from the employees involved. Where answers are provided dishonestly, or where an employee fails to disclose such a close personal relationship as required in this Policy, this may result in disciplinary action up to and potentially including dismissal.

## 2.3 Corporate Social Responsibility

The Company is committed to meeting high standards of compliance with respect to its health, safety, environmental and community responsibilities, which are essential to the way in which Starpharma conducts its business. All appropriate laws and internal regulations (including occupational health and safety laws) should be fully complied with.

## 2.4 Responsibilities of Individuals

### 2.4.1 Employees are expected to:

- Comply with all laws and regulations that apply to Starpharma and its operations;
- Comply with all corporate policies;
- Act honestly and with integrity;

- Act ethically and responsibly;
- Treat others with respect, and not engage in bullying, harassment, discrimination or disrespectful behavior;
- Be responsive to the needs of all stakeholders in the Company;
- Deal with customers and suppliers fairly;
- Act in accordance with Starpharma's values, valued behaviours and in the best interests of Starpharma;
- Not act in a manner that may cause others to question the individual's commitment and loyalty to the Company or that would be likely to negatively impact Starpharma's reputation;
- Use the Company's assets responsibly and in the best interests of the Company;
- Not take advantage of Starpharma's property or information or its counterparties for personal gain or to cause detriment to Starpharma or its counterparties;
- Not take advantage of their position or the opportunities arising therefrom for personal gain;
- Disclose and act appropriately with any conflicts between personal interests and duty as an Employee;
- Not knowingly participate in any illegal activity;
- Maintain a safe and healthy work environment;
- Not disclose confidential information without authorisation;
- Be responsible and accountable for their actions;
- Report breaches of this Policy to the Company Secretary; and
- Check with the Company Secretary if they have any doubts or questions about any facet of this Policy or the most appropriate course of action.

#### 2.4.2 Fraud, Corruption, Bribery, Gifts and Entertainment, Political Donations

Please refer to the Anti-Bribery and Corruption policy for further information related to fraud, corruption, bribery, gifts and entertainment and political donations.

#### 2.4.3 Conflicts of Interest

Employees must avoid placing themselves in situations where private interests could, or may be perceived to, conflict directly or indirectly with their obligations to the Company, or where their decisions or actions may be influenced by their personal interests rather than those of the Company. This will include, but is not limited to, situations in which:

- Close personal friends or family members are involved, such as decisions about employment, discipline or dismissal, service allocation or awarding of contracts;
- An individual or their close friends or family members may make a financial gain or gain some other form of advantage;
- There are romantic or sexual relationships between employees, even if consensual;
- An individual is involved with another organisation that is in a competitive relationship with the Company and therefore may have access to Starpharma's plans or financial information; or
- An individual is bound by prior agreements or allegiances to other individuals or agencies that require them to act in the interests of that person or agency or to take a particular position on an issue.

Employees are required to declare any actual or potential conflicts of interest they are aware of by communicating these in the first instance to the CEO or Company Secretary. Details of the conflict of interest will be documented and an appropriate plan will be developed to manage the conflict. This could include removing the Employee from the responsibilities to which the conflict relates,

requesting the Employee to relinquish or divest the personal interest which creates the conflict, or making arrangements for the Employee to absent themselves from debate or decision on specific matters. Failure to declare any actual or potential conflicts, or answering dishonestly where asked for such information, may result in disciplinary action up to and potentially including dismissal.

#### 2.4.4 Whistleblowing

Please refer to the Whistleblower policy for further information related to whistleblowing.

### 3. **BREACHES OF THIS POLICY**

Breaches of this Policy may result in disciplinary action up to and potentially including dismissal.

Material breaches of this Policy will be referred to the Board or Audit and Risk Committee.

### 4. **STARPHARMA CONTACT**

If you are in doubt regarding this Policy or your own or others' actions or behaviour, you should contact the Company Secretary.