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## **Environmental, Social and Governance Policy**

**Patrys Limited**

**ACN 123 055 363**

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<b>Reviewed/Approved by the Board</b>	
Adopted	25 May 2022
Reviewed & Approved	Board

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## 1. Introduction

- 1.1 The purpose of this policy is to set out the principles guiding Patrys Limited (**the Company**) and its subsidiary companies (collectively, **the Group**) in relation to meeting the Group's environmental, social and governance responsibilities. The Group is committed to operating the business in a way that minimises adverse environmental, social and governance (**ESG**) outcomes for our stakeholders and the locations in which we operate.
- 1.2 The Group has a duty to behave reasonably in its business activities, to conduct itself appropriately with those who may be affected by its actions, and to meet the expectations of its stakeholders, including shareholders, employees, customers and business partners. A responsible approach to environmental, social and governance matters enables the Group to be a good corporate citizen, to support its reputation and to support shareholder value.

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## 2. Application

- 2.1 This Policy extends to all of the Group's dealings and transactions, both locally and overseas, with clients, government authorities, contractors, suppliers and the community as a whole and sets the standards expected of all the Company's directors, officers and employees (Personnel), regardless of where they are geographically located or locations in which they perform work for the Group.

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## 3. Environmental

- 3.1 The Group is committed to minimising any adverse environmental impacts in its operations and mitigating negative environmental impacts where practicable.
- 3.2 In order to support continued global growth and allow for the prosperity of future generations, as well as reducing rising resource costs, the Group is also committed to minimising waste produced by its operations and managing its demand for natural resources, such as fresh water and energy, including the consumption of carbon-intensive goods and services.
- 3.3 The Group's principles to achieve these objectives apply at two levels:
- in the development of its Deoxymab platform of cell-penetrating antibodies as therapies for a range of different cancers.
  - in the conduct of its corporate and administrative activities.
- 3.4 The Group's principles and actions include:
- sourcing materials from suppliers who practice sustainable practices;
  - including environmental considerations in our decision-making;
  - supporting our partners to adhere to principles of cleaner and more sustainable practices;
  - creating awareness amongst Personnel of the impact of their work and decisions on the environment; and
  - Reuse/recycle where possible.

3.5 In relation to the conduct of its corporate and administrative activities, the Group's principles and actions are:

- Switch off lights and electrical appliances when not in use.
- Use energy-efficient lighting and systems throughout our office environments.
- Support recycling by:
  - Recycling cardboard, paper and using recycled paper products;
  - Purchasing green office stationery products where possible;
  - Recycle used printer cartridges;
  - Reduce paper use by printing documents only when required, and using double-sided printing;
  - Use teleconference or video conference facilities and minimise face to face meetings to minimise transportation costs and emissions.

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## 4. Social

4.1 The Group's social objectives are to focus on the Group's business relationships with its suppliers, employees, communities and how they are fostered, improved, and leveraged to create positive change. In line with its purpose to continue research and develop cell-penetrating antibodies as therapies for a range of different cancers to ultimately improve the quality of lives and to help patients live longer.

4.2 To achieve this, the Group:

- will comply with all applicable laws, industry codes and guidelines applicable to our operations;
- will foster a positive culture;
- will actively engage in safe behaviours;
- will act ethically in all of its operations and activities; and
- will identify key stakeholders and engage in a close relationship, fostering engagement mechanisms and encouraging feedback

4.3 In relation to its employment environment, the Group will observe its obligations under employment and occupational health and safety legislation and will implement and maintain systems to facilitate employee well-being and safety.

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## 5. Governance

5.1 As an ASX-listed entity, the Company is required to observe appropriate corporate governance principles, practices and procedures, which are set out in the following Company/Group documents:

- Board Charter
- Audit and Risk Charter
- Anti-Bribery and Corruption Policy
- Whistleblower Policy
- Code of Conduct
- Conflicts of Interest and Related Party Transactions Policy
- Continuous Disclosure Policy
- Diversity Policy

- Privacy Policy
  - Shareholder Communications Policy
  - Remuneration and Nomination Charter
  - Securities Trading Policy
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## **6. Review of this Policy**

- 6.1 The Company Secretary will review this Policy annually or as often as he or she considers necessary.
  - 6.2 Any amendment to this Policy must be approved by the Board.
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## **7. Approved and Adopted**

- 7.1 This Policy was approved and adopted by the Board on 25 May 2022.