

GLOBAL SUPPLIER STANDARD GOVERNANCE

1 Purpose

In alignment with applicable international and local laws, this document outlines ethical and social standards Novocure expects its suppliers to comply with.

2 Scope

The standards described in this document are applicable across the entire supply chain, including:

Direct Suppliers

All primary suppliers who have contractual agreements with Novocure are expected to adhere to these standards in their operations.

Subcontractors and Upstream Supply Chain

Direct suppliers are encouraged to work towards compliance with these standards from:

- **Subcontractors:** Entities they engage with to fulfill part of the production, services or delivery obligations.
- **Upstream Partners:** Including raw material providers, component manufacturers and other suppliers involved in earlier stages of production.

3 Supply Chain Governance

Novocure is committed to fostering a responsible and sustainable supply chain that benefits both people and the environment. Novocure aims to partner with suppliers who align with these values and actively support the protection of human rights, and the abolition of forced labor and child labor.

3.1 Human Rights

Suppliers are expected to uphold and respect human rights as defined by internationally recognized frameworks such as the Universal Declaration of Human Rights (UDHR) including, but not limited to:

- **Prohibition of Exploitation:** Suppliers must avoid any form of exploitation, including slavery, involuntary prison labor or human trafficking in their operations.
- **Labor laws:** Suppliers should aim to follow universally accepted employment practices, such as providing fair wages, reasonable overtime, vacations, absences, disability access, manageable working hours, and ensuring legal rights to work.
- **Non-Discrimination:** Suppliers are encouraged to promote equality and ensure that employment practices are free from discrimination based on race, gender, religion, age, disability or any other status.
- **Health & Safety:** Suppliers are expected to take all measures to ensure a safe, secure and healthy working environment as well as humane working conditions, thus protecting employees from harm and complying with occupational safety regulations.

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3.2 Forced Labor

Suppliers are expected to comply with international standards on forced labor such as ILO Convention 29 (Forced Labor Convention) and ILO Convention 105 (Abolition of Forced Labor Convention). This ensures that no form of forced, involuntary or exploitative labor is present within the supplier's operations or supply chain.

- **Prohibition of Forced Labor:** Suppliers must not engage in any form of forced or compulsory labor, including labor under threat, coercion or through withholding of identity documents or wages.
- **Worker Protection:** Workers should be protected from retaliation if they report forced labor practices and protected from debt bondage, human trafficking or imprisonment for failure to fulfill labor obligations.

3.3 Child labor

Suppliers are expected to comply with international standards on child labor such as the UN convention on the Rights of the Child (Article 32), ILO Convention 138 (Minimum Age for Employment) and ILO Convention 182 (Elimination of the Worst Forms of Child Labor), ensuring that no child is subjected to exploitative or hazardous work within their operations or supply chains.

- **Minimum Age for Employment:** Individuals below the minimum legal working age as defined by ILO standards and national laws are not to be employed. Suppliers are expected to verify the age of all employees to prevent breach of child labor laws and conventions.

3.4 Accountability

Suppliers should extend these commitments to their own subcontractors and upstream partners, ensuring that all tiers of the supply chain adhere to the same high standards.

By adhering to these principles, suppliers contribute to a fair, respectful and ethical supply chain, aligned with Novocure's commitment to responsible business practices.

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