



Laysan Bio Inc.

Laysan Bio Inc. Modern Slavery Policy

1. Introduction

Laysan Bio Inc. is committed to conducting business ethically and with integrity. This policy outlines our commitment to preventing and combating modern slavery and human trafficking within our operations and supply chains.

2. Scope

This policy applies to all employees, contractors, suppliers, and other third parties engaged in business with Laysan Bio Inc. regardless of their location.

3. Definitions

- **Modern Slavery:** Encompasses a range of exploitative practices, including forced labor, human trafficking, debt bondage, and the exploitation of children.
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- **Human Trafficking:** The recruitment, transportation, transfer, harboring, or receipt of persons, by means of threat or use of force, coercion, abduction, fraud, deception, the abuse of power, or a position of vulnerability for the purpose of exploitation.
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- **Supply Chain:** All entities involved in the production and delivery of goods and services to Laysan Bio Inc. including suppliers, subcontractors, and their respective supply chains.



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4. Policy Statement

Laysan Bio Inc. will not tolerate any form of modern slavery or human trafficking within its operations or supply chains. We are committed to:

- **Due Diligence:** Conducting thorough due diligence to identify and assess risks of modern slavery within our supply chains, considering factors such as:
 - Geographic location
 - Industry sector
 - Supplier size and complexity
 - Human rights risks in the region
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- **Supplier Engagement:**
 - Communicating our zero-tolerance policy to all suppliers.
 - Involving suppliers in risk assessments and remediation efforts.
 - Requiring suppliers to adhere to our Supplier Code of Conduct, which includes provisions against modern slavery.
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- **Remediation:** Taking appropriate action to address identified cases of modern slavery, including:
 - Engaging with suppliers to develop corrective action plans.
 - Terminating relationships with non-compliant suppliers.
 - Providing support to victims of modern slavery.
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- **Training:**
 - Providing training to employees on the risks of modern slavery and how to identify and report potential cases.
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- **Transparency:**
 - Publishing this policy publicly on our website.
 - Publishing policy in employee policy folder.
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5. Reporting and Grievance Mechanisms

Laysan Bio Inc. encourages all employees, contractors to report any suspected cases of modern slavery or human trafficking. We have established a confidential reporting mechanism:

- **officers@laysanbio.com**

All reports will be investigated promptly and confidentially.

6. Accountability

All employees are responsible for complying with this policy. Violations of this policy may result in disciplinary action.

7. Policy Review

This policy will be reviewed and updated periodically to ensure its effectiveness and alignment with evolving legal and industry best practices.

8. Contact

For further information or questions regarding this policy, please contact:

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