

REPARE THERAPEUTICS, INC.

SUPPLIER CODE OF CONDUCT

INTRODUCTION

In pursuing our mission, we strive to achieve the highest business and personal ethical standards as well as compliance with the laws and regulations that apply to our business. We trust and expect that our suppliers and partners will honor the same values and commitments. This Supplier Code of Conduct (the “*Code*”) of Repare Therapeutics, Inc. (“*Repare*” or the “*Company*”) expresses the expectations we hold for our suppliers.

For the purposes of this Code, a “supplier” is any third party wherever located that directly or indirectly sells, or seeks to sell, any kind of goods or services to our company or on our company’s behalf, including suppliers, vendors, contractors, subcontractors, distributors, dealers, sales/marketing representatives, intermediaries, agents, partners, consultants, resellers, systems integrators, or similar entities.

This Code is not intended to conflict with or modify the terms and conditions of any existing contract or agreement. In the event of such a conflict, suppliers must first adhere to applicable laws and regulations, then the contract terms, followed by this Code.

COMPLIANCE WITH LAWS

LAWS, REGULATIONS AND CONTRACTS

Acting ethically and obeying the law, both in letter and in spirit, is a core value of Repare and our relationship with our suppliers. Our success depends upon each person operating within ethical and legal guidelines. Suppliers must conduct business and perform work in compliance with all laws and regulations applicable to their businesses. In addition, suppliers performing work under Canadian or U.S. Government contractors (whether direct or indirect) must comply with applicable Canadian or U.S. federal acquisition regulations.

WAGES AND BENEFITS

Suppliers must pay workers at least the minimum compensation required by applicable law and provide all legally mandated benefits. In addition to payment for regular hours of work, workers must be paid for overtime at such premium rate as is legally required.

FINANCIAL RESPONSIBILITY/ ACCURATE RECORDS

Suppliers must create and maintain complete and accurate business records. All records, regardless of format, made or received in furtherance of a business transaction must fully and accurately represent the transaction or event being documented.

ANTITRUST/ FAIR COMPETITION

Repare supports vigorous, open and fair competition. Suppliers must conduct business in accordance with all applicable antitrust or competition laws and regulations. This includes avoiding business practices, such as entry into arrangements that unlawfully restrain competition, improper exchange of competitive information, price fixing, bid rigging, or improper market allocation.

EMPLOYMENT PRACTICES

HUMAN RIGHTS

We expect our suppliers to treat people with respect and dignity, encourage inclusion and diversity, and promote equal opportunity. We expect suppliers to share our commitment to human rights and equal opportunity in the workplace. We also expect suppliers to conduct their employment practices in full compliance with all applicable laws and regulations and in conformance with our commitment to a workplace free of harassment, unlawful discrimination and retaliation. We expect our suppliers to respect the rights of workers to associate freely and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or reprisal. Suppliers are expected to recognize and respect the ability of workers to exercise lawful rights of free association, including joining or not joining any association of their choosing.

FREE ASSOCIATION, COLLECTIVE BARGAINING, AND WAGES

We expect our suppliers to recognize and respect the right of their employees to freely join or refrain from joining worker organizations of their choosing and to enter into collective bargaining as permitted by applicable laws. We also expect our suppliers to provide fair compensation and follow applicable wage and hour laws and regulations, including those related to minimum wage, overtime pay, and maximum working hours.

NON-DISCRIMINATION

We expect our suppliers to provide equal employment opportunity to employees and applicants for employment and we do not tolerate any discriminatory practices based on any characteristics protected under applicable law, including race, ethnicity, religion, color, sex, pregnancy, national origin, age, military veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, physical or mental disability, or any other characteristic protected by federal, state or local law.

ANTI-HARASSMENT

We expect our suppliers to ensure that employees may perform their work in an environment free from physical, psychological, sexual and verbal harassment, or other abusive conduct.

HUMAN TRAFFICKING AND MODERN SLAVERY

We expect our suppliers to abide by all applicable anti-human trafficking and modern slavery laws and to not engage in the use of forced, bonded or indentured labor, involuntary prison labor, slavery, or trafficking of persons and to take affirmative steps to prevent such acts from occurring in their own operations and their own supply chain. This includes transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purpose of exploitation.

CHILD LABOR

We expect our suppliers to ensure that child labor is not used in the performance of work and to comply with the International Labour Organisation Forced Labour Convention (No. 29), and the Abolition of Forced Labour Convention (No. 105). The term "child" refers to any person under the minimum legal age for employment where the work is performed.

EMPLOYEE SAFETY & HEALTH

We expect our suppliers to comply with applicable safety and health laws, regulations, policies, and procedures and to provide for the health, safety, and welfare of their employees, visitors, and others who may be affected by their activities. We require our suppliers to comply with all applicable health and safety laws, regulations, and directives. Suppliers should protect the health, safety, and welfare of their people, visitors, and others who may be affected by their activities.

DRUG-FREE WORKPLACE

We expect our suppliers to maintain a workplace free from the use, possession, sale or distribution of controlled or illegal substances.

DIVERSITY, EQUITY, AND INCLUSION

We are committed to engaging with small and diverse businesses and driving meaningful diversity, equity, and inclusion initiatives across our supply base. We encourage our suppliers to demonstrate a commitment to identify, measure, and improve a culture of diversity and inclusion through all aspects of workplace and supplier management, include small and diverse suppliers in subcontracting activities where possible, and proactively engage with their local communities to positively contribute to economic growth and opportunities for social change.

ANTI-CORRUPTION

ANTI-CORRUPTION AND ANTI-BRIBERY

We compete on the merits of our products and services and do not use the exchange of business courtesies to gain an unfair competitive advantage and we expect the same from our suppliers. We have a zero-tolerance policy for corruption, and prohibit anyone conducting business on our behalf, including suppliers, from offering or making any improper payments or anything of value to government officials, political parties, candidates for public office, or other persons. This includes the offer and/or receipt of any bribe or kickback to and/or from any customer, supplier or others. We expect our suppliers not to make any illegal, improper or corrupt payments. Our suppliers must comply with Repare's Anti-Corruption Policy and applicable anticorruption laws that govern operations in the countries in which they do business, such as the Canadian Corruption of Foreign Public Officials Act, the Canadian Criminal Code, U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, and other similar laws prohibiting bribery and corruption in business dealings.

USE OF ASSETS, SECURITY AND PROTECTING INFORMATION

USE OF ASSETS

Suppliers should use and manage Repare assets responsibly. Suppliers should also protect and responsibly use both the physical and non-physical assets of Repare, including property, supplies, consumables, equipment, information and other intellectual property when authorized by Repare to use such assets.

CYBERSECURITY, DATA PRIVACY AND INFORMATION SECURITY

Suppliers shall safeguard and make only proper use of confidential information to ensure that Repare, worker and patient privacy rights are protected.

Suppliers must take care to safeguard and protect information entrusted to them and information generated or developed by them in support of our business from unauthorized access, destruction, use, modification or disclosure. We expect suppliers to comply with all applicable contractual and legal requirements and industry best practices. Our suppliers should take proper care to protect information, including confidential, proprietary, and personal information. Information maintained on electronic systems should be protected against cyber intrusions and other unauthorized use or access through appropriate physical and electronic security procedures. In addition to complying with our cybersecurity requirements, suppliers are encouraged to implement practices and procedures to ensure the security of their people, property and other assets, including their supply chains.

Suppliers must follow all applicable laws and regulations pertaining to data protection, privacy and information security, and be committed to respecting and protecting the privacy of individuals by collecting the minimum personal information reasonably necessary for legitimate business purposes. All of our Suppliers should ensure that any data processing of personal information is done ethically and legally, always taking the utmost care to safeguard personal information in accordance with sound industry practices.

INTELLECTUAL PROPERTY AND SENSITIVE INFORMATION

Suppliers must comply with all contractual obligations and applicable laws, including intellectual property and data privacy laws and other binding obligations governing safeguarding intangible property rights and confidential, proprietary or sensitive information. Suppliers must maintain the confidentiality of all information entrusted to them by us, our customers or other third parties, except where disclosure is authorized or legally required (and then only after notice). We expect our suppliers to properly handle and protect from improper disclosure sensitive information, including classified, controlled, proprietary and personal information, competition sensitive information and intellectual property. Information should not be used for any purpose other than the business purpose for which it was provided unless there is prior written authorization from the owner. Repare information should not be used for any purposes beyond the scope of the business arrangement with our company, without prior authorization.

CLINICAL TRIALS

When engaged in clinical trials on behalf of Repare, all clinical trials shall be conducted in accordance with the global standards of Good Clinical Practices, applicable local regulatory requirements and following the ethical principles that have their origin in the Declaration of Helsinki (the Declaration of Helsinki was developed by the World Medical Association (WMA) as a statement of ethical principles for medical research involving human subjects, including research on identifiable human material and data).

ANIMAL WELFARE

All animal research conducted by Repare or research partners on behalf of our therapeutic candidates is done in accordance with industry and government standards to ensure appropriate care for the animals. Animals should be treated respectfully, without pain and stress minimized.

PRODUCT QUALITY

Suppliers involved in the supply, manufacturing, packaging, testing, storage and distribution of materials and/or products on Repare's behalf will ensure compliance with applicable quality regulations and adhere to current GXP (e.g. Good Manufacturing Practices) requirements for the markets in which the products are manufactured, registered and distributed.

ENVIRONMENT AND SUSTAINABILITY

ENVIRONMENT

We expect our suppliers to comply with all applicable environmental laws, regulations, and directives. We encourage our suppliers to operate as responsible stewards of the environment and in a manner that actively and responsibly manages risk, conserves natural resources, prevents pollution, and protects the environment. Whenever possible, suppliers are encouraged to measure and share their greenhouse gas emissions publicly, demonstrate programs that reduce energy, waste, and water usage in their operations, and set Science-Based Targets in alignment with the Paris Climate Agreement. In addition, wherever possible, we encourage suppliers to cooperate in the Company's efforts to track its Scope 3 greenhouse gas emissions.

COMPLIANCE PROCEDURES

ETHICS AND COMPLIANCE POLICIES

Commensurate with the size and nature of their business, we expect our suppliers to have management systems in place to support compliance with laws, regulations, and expectations related to or addressed expressly within this Code. We encourage our suppliers to implement their own written code or standards of conduct, and to flow down the principles to the entities that furnish goods and services to our suppliers.

REPORTING AND WHISTLEBLOWER PROTECTION

We expect our suppliers to provide their employees with avenues for raising legal or ethical issues or reporting concerns without fear of retaliation. We expect our suppliers to take action to prevent, detect, and correct any retaliatory actions.

Suppliers are strongly encouraged to raise any concerns or report suspected misconduct to Repare through the methods available at <https://whistleblowerservices.com/RPTX>. This may be done anonymously. Please only use <https://whistleblowerservices.com/RPTX> to report ethical and compliance violations such as accounting/audit related complaints or concerns, accounting matters or controls, code of ethics violations, violations of the Foreign Corrupt Practices Act, corruption or bribery, or security or exchange violations. Any issues regarding payment, billing, etc. should be resolved by contacting your Repare contact directly. Repare will not tolerate retaliation taken against any individual who has in good faith raised questions, sought advice or reported misconduct, questionable behavior, or a possible violation of law or policy. In order to ensure compliance with this Code, Repare may ask confirming questions regarding the suppliers it onboards.

CONSEQUENCES FOR VIOLATING STANDARDS

In the event of a violation of this Code, we may pursue corrective action to remedy the situation. In the case of an actual or possible violation of law or regulation, we may be required to report the matter to the proper authorities. We reserve the right to terminate our relationship or take any other appropriate action with any supplier under the terms of our existing contract or agreement.

Approved: February 27, 2024
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