

# STATEMENT OF VALUES

## 1. INTRODUCTION

- (a) This is the Statement of Values of **Cambium Bio Limited ACN 127 035 358** and its related bodies corporate (**Company**). This Statement reflects the Board's commitment to instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.
- (b) The Company's values are the guiding principles and norms that define what type of organisation the Company aspires to be and what the Company requires from its directors, senior executives and employees to achieve that aspiration. These values create a link between our purpose and our strategic goals by expressing the standards and behaviours the Company expects from its directors, senior executives and employees to fulfil our purpose and meet our goals.
- (c) In formulating our values, the Board of the Company considered what behaviours are needed from our officers and employees to build long term sustainable value for our shareholders, including the need to preserve and protect the Company's reputation and standing in the community and with key stakeholders, such as customers and patients, employees, suppliers, creditors, law makers and regulators.

## 2. GOALS

Cambium Bio's goals include:

- acting ethically, responsibly and with care in the conduct of our business and development of our technologies to address unmet medical needs in human health markets and to improve the quality of life of the millions of patients worldwide suffering from acute and chronic pain
- fostering innovation, collaboration and creativity in what we do and ensuring we communicate our vision and shared goals clearly
- ensuring the Company and our personnel act with integrity, high ethical standards and that we conduct our business fairly, honestly, lawfully, openly and in a transparent manner at all times
- compliance with all laws of each jurisdiction in which we operate by complying with the letter and spirit of all such applicable laws and regulations
- ensuring our directors, senior executives and employees show consideration, respect, courtesy and professionalism
- maintaining the highest of global safety standards that is part of everything we do.

## 3. VALUES

Cambium Bio's values reflect our commitments to all our key stakeholders which include customers and patients, our senior management and employees, as well as our suppliers and creditors, and relevant law makers and regulators.

Our directors, senior executives and employees are required at all times to conduct themselves with integrity, recognising our accountability to those who will benefit from our cell based therapies.

In addition to complying with our legal obligations, the Company will always seek to conduct itself in an ethical and responsible manner.

#### **4. LIVING OUR VALUES AS AN ORGANISATION**

The senior executive team of the Company is responsible for inculcating these values across the organisation. This includes:

- (a) ensuring that all employees receive appropriate training on our Company's values; and
- (b) ensuring that the senior executive team reference and embody the values in their interactions with other employees, so as to "set the tone at the top".

#### **5. REVIEW**

The Board will periodically review this Statement of Values to check that it is operating effectively and to consider whether any changes are required.

**Adopted by the Board of Cambium Bio Limited  
25<sup>th</sup> October 2021**