

**TWIST BIOSCIENCE CORPORATION**  
**MODERN SLAVERY ACT STATEMENT 2020**

**Introduction**

We are a growing synthetic biology company that has developed a disruptive DNA synthesis platform to industrialize the engineering of biology. The core of our platform is a proprietary technology that pioneers a new method of manufacturing synthetic DNA by “writing” DNA on a silicon chip. We are headquartered in South San Francisco, California, with offices in San Francisco, Carlsbad, Tel Aviv, Singapore, and China. As of the date of this statement, we employ over 500 employees internationally, 430 of which are based in the U.S.

This statement is intended to fulfill the UK Modern Slavery Act 2015 for the fiscal year ended 30 September 2020 and to affirm our commitment to anti-slavery practices, including servitude, compulsory or forced labor, and human trafficking.

**Our business and supply chains**

We have applied our unique technology to manufacture a broad range of synthetic DNA-based products, including synthetic genes, tools for next generation sample preparation, and antibody libraries for drug discovery and development, all designed to enable our customers to conduct research more efficiently and effectively. Additionally, we are expanding our footprint by harnessing our proprietary platform to disrupt and innovate within larger market opportunities, such as discovery partnerships for biologic drugs, and new applications for synthetic DNA, such as digital data storage, to expand the overall reach and impact of DNA-based products. We sell our synthetic DNA and synthetic DNA-based products to a global customer base of 1,305 customers across a broad range of industries.

Our supply chains include distributors and manufacturers of materials in the following life science industry categories: chemical reagents, plastic labware, packaging, life science automation equipment, IT equipment/software, contract manufacturing, among others. Twist also procures a wide range of services, such as consulting expertise, marketing services, transportation, facilities and construction, among others. While our products are sold across the world, nearly all of Twist’s suppliers are located in the U.S., which scored a 15.88/100 rating on the Vulnerability to Modern Slavery Index (“VMS Index”) based on the latest country-by-country study conducted by the Global Slavery Index [<https://www.globallslaveryindex.org/2018/data/country-data/united-states/>]. A very small percentage of our suppliers are based in China, which scored a 50.65/100 rating on VMS Index [<https://www.globallslaveryindex.org/2018/data/country-data/china/>].

## **Our employees**

At Twist, we work in service of people who are changing the world for the better. We provide equal employment opportunities to all employees without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic characteristics, or any other category protected by law. All recruitment procedures comply with the relevant local regulations and standards and all wages are compliant with local laws and regulations. Our employees may terminate their employment at-will by giving any required contractual or statutory notice. Child labor and the employment of children below the applicable minimum legal age is strictly forbidden at Twist.

## **Policies**

Twist requires that all Twist personnel comply with Twist's Code of Business Conduct and Ethics (the "[Code of Conduct](#)"), which prohibits violations of law, including labor and employment laws. With respect to choosing suppliers, the Code of Conduct specifically requires Twist personnel to exercise common sense, good judgment and the highest standards of integrity. Twist personnel, for example, are not required to award business to a supplier based solely on the lowest price or the fact that the supplier is also a customer.

Twist personnel are prohibited from establishing or maintaining a business relationship with any supplier if they believe that such supplier's practices violate any laws. Upon discovery of any human rights violations by suppliers, Twist's practice would be to engage with the supplier to cease violations. Upon failure to cease violations in a very short time period, Twist would pursue disengagement from further business with said supplier.

Twist personnel may report any violations of or activity inconsistent with the Code of Conduct or any other Twist policies pursuant to Twist' Policies and Procedures for Reporting Complaints Regarding Accounting, Internal Accounting Controls, Fraud or Auditing Matters. Reports may be filed anonymously through the Twist Whistleblower Hotline at:

[www.whistleblowerservices.com/TWST](http://www.whistleblowerservices.com/TWST), by calling 866-203-1642, or by writing to:

Twist Bioscience Corporation  
681 Gateway Blvd  
South San Francisco, CA 94080  
Attn: Legal Department

and will be delivered directly to the Chief Legal Officer and Chief Ethics and Compliance Officer.

Twist has a designated Environmental, Health and Safety (EHS) Officer who oversees compliance with applicable occupational health and safety, social and environmental laws, procedures, guidelines and specifications, as well as implements Twist's EHS policies, including the: Injury and Illness Prevention Program, Emergency Action and Fire Prevention Plan, and

Hazard Communication/Chemical Hygiene Plan to ensure that our employees work in an safe and healthy workplace.

**Training**

All Twist personnel are required to take training on the Code of Conduct upon hire and recertify annually to their compliance. Where necessary, additional training is provided to certain key personnel in our supply chain and sourcing teams with respect to mitigating the risk of third-party risks. We will continue to consider how we can enhance our policies and procedures to prevent modern slavery and human trafficking in our business and supply chains.

This statement was approved by the board of Twist Bioscience Corporation on November 19, 2020.

*Emily Leproust*

\_\_\_\_\_  
Emily Leproust (CEO and Director)

11 / 24 / 2020

\_\_\_\_\_  
Date