



RELAY THERAPEUTICS, INC.

HUMAN RIGHTS POLICY

I. Commitment

Relay Therapeutics, Inc. (together with its subsidiaries, the “Company”) is committed to respecting human rights and seeks to prevent, mitigate and remedy any negative human rights impacts across its business operations. The Company recognizes and supports the fundamental principles set forth in the United Nations’ Universal Declaration of Human Rights and believes that acting in accordance with these principles is fundamental to carrying out the Company’s mission.

The Code of Business Conduct and Ethics (the “Code”) adopted by the Board of Directors of the Company requires all directors, officers and employees of the Company to act ethically and in compliance with all applicable laws, rules and regulations. This Human Rights Policy (this “Policy”) builds on the Code and is designed to specifically address human rights issues and ensure that the Company upholds human rights across its business operations.

II. Workplace

The Company is committed to upholding human rights in the workplace and actively complying with all applicable employment laws within the jurisdictions in which it operates. The Company is committed to the following with respect to its employees and workplace:

- Providing a safe, healthy and secure workplace;
- Preventing violence in the workplace;
- Providing trainings on the Code and other policies to employees;
- Providing equal employment opportunities for all employees and all applicants for employment;
- Maintaining and enforcing a no tolerance policy with respect to unlawful discrimination or harassment against any employee or applicant;
- Complying with, and requiring all employees to comply with, all laws and regulations that prohibit child labor, forced or indentured labor, human trafficking and unfair wages and benefits; and
- Maintaining reasonable security procedures and practices that ensure personal identifiable information of employees is maintained confidentially.

III. Clinical Trials

The Company is dedicated to serving clinical trial participants with commitment and humanity. The Company follows the International Council for Harmonisation of Technical Requirements



for Pharmaceuticals for Human Use/Good Clinical Practice principles and national and local regulations in designing and conducting clinical trials, keeping participant safety and quality standards front and center. The Company registers its clinical trials on publicly accessible clinical trial registries, as applicable. All protocols must be approved by national and local bodies prior to start, and similarly, all participants must undergo thorough and informed consent processes ahead of any study procedures. The Company continuously monitors safety throughout the course of the study and discusses the same with participating investigators. The Company utilizes contract research organizations (“CROs”) to support clinical trial efforts, and all such CROs undergo a vendor qualification audit. The Company works closely with all CRO partners to ensure study conduct is consistent with the clinical trial protocol and that the rights, safety, and well-being of the of trial subjects are protected, consistent with ethical standards and regulatory requirements.

IV. Supply Chain

The Company expects its suppliers and other business partners to meet its high standards with respect to ethical business practices and respect for human rights. The Company encourages its suppliers to familiarize themselves with Company guidelines and policies, including the Code and this Policy, and requests compliance with all applicable laws, regulations and orders in its standard form of service contracts.

The Company encourages its suppliers and other business partners to report any concerns, suspected illegal activities or violations of the Code or this Policy, in each case in connection with their work with the Company’s business, directly to the Company or through the Company’s third party hotline online as set forth in the Code.

V. Implementation

The Company’s management has appointed the Company’s Chief Legal Officer to serve as the Compliance Officer responsible for implementing and providing guidance and interpretation on matters related to the Code, this Policy and other Company policies. Every employee is encouraged to act proactively by asking questions, seeking guidance and reporting suspected violations of the Code or this Policy, as well as any violation or suspected violation of law, rule or regulation resulting from the conduct of the Company’s business or occurring in the workplace. Employees can report concerns to their supervisor, the Compliance Officer or through an anonymous and confidential third party hotline online as set forth in the Code. The Company forbids any retaliation against any employee who, acting in good faith on the basis of a reasonable belief, reports suspected misconduct.

Adopted: April 1, 2022