

Statement on Code of Conduct for Biogeneral

At Biogeneral, we are committed to conducting our business with integrity, transparency, and respect for ethical principles. Biogeneral's Code of Conduct serves as a guideline for all employees, management, and stakeholders to uphold high standards of professionalism, compliance, and responsibility in accordance with U.S. laws and best business practices.

1. Compliance with Laws and Regulations

We adhere to all applicable federal, state, and local laws, including labor laws, anti-discrimination policies, health and safety regulations, and industry-specific guidelines. Employees must ensure that their actions align with legal and ethical standards.

2. Integrity and Ethical Business Practices

Honesty and fairness are the foundation of our operations. Employees must avoid conflicts of interest, fraudulent activities, and any form of corruption or bribery. All business dealings should be transparent and conducted in good faith.

3. Respect and Fair Treatment

We foster an inclusive and diverse work environment where all individuals are treated with dignity and respect. Discrimination, harassment, and any form of workplace misconduct will not be tolerated.

4. Confidentiality and Data Protection

All employees must safeguard sensitive company, employee, and customer information. Unauthorized sharing or misuse of confidential data is strictly prohibited and subject to disciplinary action.

5. Workplace Safety and Responsibility

We are committed to maintaining a safe, healthy, and productive workplace. Employees must follow safety protocols, report hazards, and act responsibly to prevent accidents or harm.

6. Social Responsibility and Environmental Stewardship

We recognize our responsibility to contribute positively to our community and environment. Sustainable practices and ethical sourcing are encouraged in all business operations.

7. Reporting Violations

Employees are encouraged to report any violations of this Code of Conduct without fear of retaliation. We have established secure reporting mechanisms to ensure accountability and corrective action.

By adhering to this Code of Conduct, we collectively build a culture of trust, excellence, and ethical responsibility. All employees must review and acknowledge this policy as part of their