

Code of Ethics and Business Integrity Policy (ESG-009)

1.0 Purpose

This policy affirms Biogeneral's commitment to conducting business with honesty, integrity, and respect for our employees, customers, suppliers, and the communities in which we operate.

2.0 Scope

Applies to all employees, contractors, consultants, and representatives of Biogeneral, Inc.

3.0 Principles of Conduct

Integrity and Honesty: Employees are expected to act honestly and ethically in all business dealings. Bribery, corruption, fraud, and conflicts of interest are prohibited.

Respectful Workplace: All individuals must be treated with dignity and respect. Discrimination, harassment, retaliation, and abusive conduct are strictly prohibited.

Compliance with Laws and Regulations: Employees must comply with all applicable federal, state, and local laws, including labor, safety, and environmental requirements.

Confidentiality and Protection of Information: Company, customer, and supplier confidential information must be safeguarded. Proprietary information may not be disclosed without authorization.

Proper Use of Company Resources: Company property and electronic systems must be used responsibly and for legitimate business purposes only. Misuse of resources, including for unlawful or unethical activities, is not allowed.

Fair Dealing with Business Partners: Relationships with customers, suppliers, and contractors must be based on fairness, transparency, and accountability. ESG considerations, including responsible sourcing and human rights, form part of supplier evaluations.

Reporting Concerns: Employees are encouraged to raise concerns about violations of this policy without fear of retaliation. Concerns may be reported to any manager, the Office Manager, or through the grievance/whistleblower process described in the Employee Handbook.

4.0 Review & Accountability

This policy is maintained by the Privacy Officer and approved by the Vice President. It is reviewed annually as part of the ESG and Management Review process.

Prepared by / Process Owner: 
Julie Blanc, Office Manager/Privacy Officer

Date: 11-3-2025

Approved by: 
Andrea Gray, Vice President

Date: 11-3-25