RESEARCH CONDUCT POLICY

OVERVIEW

Bio-Techne is focused on empowering researchers in Life Sciences and Clinical Diagnostics by providing high-quality reagents, instruments, custom manufacturing, and testing services. Bio-Techne also provides CLIA certified testing services and products for the in vitro diagnostic market. These products and services are integral components of breakthroughs in the understanding of biological processes as well as the treatment and diagnosis of disease. As a leader in the Life Sciences and Clinical Diagnostics industries, Bio-Techne understands its responsibility to engage in thoughtful and ethical research as it and these industries continue to grow. Acknowledging this responsibility, Bio-Techne is committed to continuing its mission to create tools and reagents for Life Sciences and Clinical Diagnostics while advancing ethical research behavior.

CLINICAL RESEARCH

Bio-Techne does not conduct research in which experimental treatments are administered to humans, but it recognizes that in developing and supplying materials, services, analytical and other instruments, and diagnostic assays that are used by others in carrying out such research, it is obliged to protect the well-being of clinical subjects. Bio-Techne does conduct research that uses materials and information obtained from human subjects to develop research reagents and diagnostic assays. For these reasons, Bio-Techne is committed to supporting clinical research that is conducted in an ethical manner, with steps being taken to:
(I) minimize the risk of harm to participants, (II) obtain informed consent from participants when appropriate, (III) avoid deception and coercion, and (IV) maintain subject confidentiality and anonymity.

I. Minimize the Risk of Harm

Bio-Techne understands that partners involved in developing therapeutic agents will conduct clinical trials under the oversight of an Institutional Review Board (IRB). Bio-Techne will co-operate with all IRB requests for information about its materials and methods that may have gone into development of clinical trial materials, so that the IRB can evaluate any risks to study participants and take steps to minimize the chance of harm. Bio-Techne does engage in clinical trials to support the development of diagnostic products and uses clinical samples to develop and characterize research tools and reagents. When appropriate, Bio-Techne will engage independent IRBs to provide oversight and monitoring of clinical trials or investigations.

II. Informed Consent

Informed consent is required for all human subjects that are recruited for studies that are occasionally carried out by Bio-Techne. Informed consent means that participants understand the commitments they are making by participating in research and understand what is required of them. This means providing participants with all material and pertinent information required to make an informed decision to participate. Such pertinent information may include, but is not limited to, what risks they may incur by participating in the study, how the study will be conducted, how their data will be used before, during, and after the study, and the purpose of the research. Information will be provided to study participants in a comprehensible manner and participants will be given the opportunity to have their questions addressed.

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III. Deception and Coercion

Participants in studies carried out by Bio-Techne will be provided with comprehensive and accurate information regarding study objectives and methods. Deceptive or coercive methods will not be used to encourage participants to begin or continue involvement in studies. Study participants will have the right to withdraw from studies at any stage of the research process, for any reason.

IV. Confidentiality and Anonymity

Bio-Techne will take all practicable measures to protect the privacy of participants in studies that it carries out. Sensitive participant information will be encrypted and maintained in secure, password-protected data stores with data access available only to approved study personnel that have been trained to maintain the confidentiality and integrity of the information. In some instances, Bio-Techne will obtain biological samples or clinical information that have been "de-identified"; that is, with information removed that could have allowed identification of the sample donor. Bio-Techne will not use genetic or other information to identify individuals that have contributed biological samples to its studies.

ANIMAL USE

The welfare, upkeep, and humane treatment of animals used for Bio-Techne research and development programs is a priority. Bio-Techne laboratory animal research programs and facilities comply with applicable legislation, regulations, and guidelines. The Bio-Techne Institutional Animal Care and Use Committee (IACUC) oversees all Bio-Techne animal facilities. The IACUC meets on a regular basis to review and approve protocols; ensuring that they comply with the Animal Welfare Act, and that those procedures follow the "Guide for the Care and Use of Laboratory Animals." Bio-Techne is dedicated to the international accepted animal experimentation 3R's standard (Reduction, Refinement, and Replacement) and adheres to the highest principles for sustainable laboratory animal use. Bio-Techne will only contract with organizations that hold similarly high standards of laboratory animal care and use.

ETHICALLY SOURCED MATERIALS

Bio-Techne consistently endeavors to use ethically sourced materials in the development of its products. While the company recognizes that there is no universally acceptable definition of an ethically sourced material, it has determined that it will not use human embryonic or fetal material in the production of any research reagents. For research into cellular differentiation and cell and gene therapy, Bio-Techne will use induced pluripotent stem cells (iPSCs) wherever possible. If use of human embryonic stem cells (hESCs) cannot be avoided, Bio-Techne will use only hESCs that are listed in the NIH Human Embryonic Stem Cell Registry.

RESEARCH STANDARDS

Bio-Techne is committed to conducting research with high ethical standards. Bio-Techne employees are expected to perform research with honesty and integrity. They will maintain records that accurately reflect their findings and will provide accurate attributions for those that contributed to and performed the research that they worked on. Plagiarism is not acceptable. Bio-Techne researchers that believe they may be subject to conflicts of interest will disclose such potential conflicts to their managers or the Bio-Techne Legal Department for review. Conduct that is not consistent with this Research Conduct Statement or other Bio-Techne policies will not be permitted. Anyone that is or becomes aware of deviations from these research principles is encouraged to submit a whistleblower complaint, which will be handled according to Bio-Techne's whistleblower protection guidelines.