

# Bio-Techne Global Environment, Health and Safety (EHS) Policy

This global Environment, Health, and Safety (EHS) Policy applies to all Bio-Techne employees and reflects our dedication to occupational health and safety, sustainability, and environmental integrity.

**Bio-Techne operates on four key pillars.**

Our commitment to the four pillars— Our commitment to the four pillars—Our People, Advancing Science, The Environment, and Governance and Operational Integrity—along with our EPIC values of Empowerment, Passion, Innovation, and Collaboration, are central to our business success. These principles are fundamental to our culture.



**OUR PEOPLE**

**We provide safe and healthy working conditions for our employees, contractors and guests.**

Our goal is to prevent work-related injuries and illnesses by proactively implementing solutions to identify and mitigate hazards and risks. We value employee input and actively engage with staff to enhance safety wellness, empowering our teams to foster a culture of health and safety.



**THE ENVIRONMENT**

**We act with urgency to do our part to protect the environment.**

Our efforts focus on conserving natural resources, improving energy management, preventing pollution, and minimizing waste across our operations. Through materials and waste management programs, we prioritize non-toxic chemicals and environmentally safe materials. We are committed to Scope 1, 2 and 3 greenhouse gas (GHG) emissions reductions aligned with the latest climate science, to reduce the environmental impact of our operations.



**ADVANCING SCIENCE**

**We integrate EHS and sustainability into business processes across our value chain.**

Our approach embeds safety, quality, and sustainability throughout the lifecycle of our operations—from design and development to manufacturing, distribution, and end-of-life management of our products and services. We work closely with our customers, suppliers and partners to ensure these commitments are reflected in the solutions we deliver.

**We align our EHS processes with internationally recognized standards.**

Bio-Techne’s EHS processes are aligned with internationally recognized EHS management systems frameworks. Through this framework we set EHS objectives with clear reduction targets. Compliance with applicable obligations, laws, codes, and regulations throughout the supply chain and operational processes is a top priority.



**GOVERNANCE & OPERATIONAL INTEGRITY**

**We provide transparent reporting of our progress through multiple channels.**

Bio-Techne reports its EHS and sustainability performance annually to best-in-class sustainability frameworks, including EcoVadis, the Carbon Disclosure Project (CDP) and the United Nations Global Compact. The Company completes annual exercises to evaluate climate-related risks and opportunities and incorporates mitigation plans into its strategic roadmap.

**We take action to continuously improve our EHS performance.**

Bio-Techne uses internationally recognized EHS management systems frameworks and the Science Based Targets initiative (SBTi) to establish EHS objectives.