

BIO-TECHNE SUPPLIER CODE OF CONDUCT

UPDATED OCTOBER 2024

Bio-Techne Corporation

Bio-Techne Corporation and its current and future affiliates and brands (individually and collectively, “Bio-Techne,” “we,” “our” or “us”) develop, manufacture and provide high-quality life science reagents, instruments and services in research, diagnostics and bioprocessing markets worldwide. Ethical business conduct is imperative in the manufacture and supply of our broad array of integral components for scientific investigations into biological processes and molecular diagnostics, for aiding in the revelation of the nature, diagnosis, etiology and progression of specific diseases and drug discovery and for providing the means for accurate clinical tests and diagnoses.

Our dedication to our four key pillars - Our Commitments to Our People, Advancing Science, Operational Integrity and the Environment - along with our EPIC values of Empowerment, Passion, Innovation and Collaboration - enables our business. These commitments have been and remain core components of our corporate culture, ethics and success.

Standards of Business Conduct for Suppliers

This Supplier Code of Conduct encompasses our principles and values and sets forth the requirements for all our suppliers and their affiliates and permitted subcontractors (collectively, “Suppliers”) who provide materials, products, and/or services to Bio-Techne. Our expectations around the treatment of people, the advancement of science and production of high-quality products, ethical and legal business conduct and sound environmental practices enable the operations, improvement and compliance of our business, including our corporate sustainability efforts. In furtherance of our commitment to these principles, we expect our Suppliers to adhere to the terms of this Code of Conduct.

People

At Bio-Techne, people are key to our business. We therefore require all Suppliers in our global supply chain to observe and comply with all applicable labor and employment laws, rules, and regulations, including, but not limited to, the following:

- **No Forced Labor/Human Trafficking** – Suppliers must abide by all applicable laws forbidding the solicitation, facilitation, or any other use of forced or compulsory labor, slavery or human trafficking, as those terms are used in the Universal Declaration of Human Rights, the International Labour Organization Convention, the UK and Australia Modern Slavery Acts and the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43.
- **No Child Labor** – Suppliers will not employ under-age labor as described in the Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization and, further, will comply with all applicable child labor laws.
- **Non-Discrimination** – Suppliers will provide equal remuneration and will respect, within the framework of local laws and established practices, equal treatment of employees and not engage in unlawful discrimination.
- **Wages and Benefits** - Suppliers shall pay all workers at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits. In addition, workers shall be compensated for overtime hours at the rate required by applicable laws and regulations.
- **Subcontractor Compliance** - Suppliers agree that any workers supplied by subcontractors to work at the Supplier’s facilities will be treated in a manner consistent with the principles set forth in this Supplier Code.
- **Safety and Health** – Our commitment to workplace safety and health is unwavering. We expect all Suppliers to provide a safe and healthy working environment for their employees, contractors, subcontractors, and visitors by strictly adhering to all applicable safety and health laws, codes, and

regulations. This includes, but is not limited to, having a written safety and health program, implementing measures to prevent workplace hazards, providing appropriate training and personal protective equipment, ensuring proper maintenance of machinery and facilities, having, and practicing appropriate emergency response plans, and fostering a culture of safety and wellness. Suppliers must also promptly address any safety concerns reported by employees, contractors, or subcontractors and continuously strive to improve safety standards. By prioritizing the well-being of their workforce, suppliers contribute to a safer, more productive workplace, which is integral to our shared success.

Quality and Responsible Sourcing

- **Quality Standards** – Bio-Techne is committed to the highest level of quality in the manufacture, sale and support of our products. In furtherance of our commitment to quality, our Suppliers must cooperate with our vendor qualification process and provide information and data requested as part of the process. Additionally, Bio-Techne requires our Suppliers to establish, implement and maintain quality management systems (“QMS”) for the products or services they supply to Bio-Techne and to meet Bio-Techne quality requirements as applicable to such products or services.
- **Responsible Sourcing** – Bio-Techne supports responsible sourcing practices, which includes compliance with the Conflict Minerals Rule under the Dodd-Frank Wall Street Reform and Consumer Protection Act and Regulation (EU) 2017/821 of the European Parliament and of the Council. As a result, we require that our Suppliers understand and comply with the requirements of the Conflict Minerals Rule and design and implement reasonable processes to monitor and ensure all products supplied to Bio-Techne are “DRC Conflict Free” as defined under the Dodd-Frank Act. Suppliers will assist Bio-Techne with its Conflict Minerals compliance annually by responding to any questions or requests for information and providing all materials requested by Bio-Techne regarding our compliance activities. Additionally, Suppliers must comply with the requirements of the Registration, Evaluation, Authorization and Restriction of Chemicals (“REACH”)/Regulation (EC) No. 1907/2006, the Restriction of Hazardous Substances (“RoHS”), Substances of Very High Concern (SVHCs), California Proposition 65, Extended Producer Responsibility laws, and others as applicable. Suppliers shall, to the best of their ability, provide declarations of compliance at a specific part level, as applicable, when requested.

In furtherance of its commitment to quality and responsible sourcing, Bio-Techne reserves the right to conduct or have conducted on its behalf an audit of Suppliers’ production facilities and QMS and their business systems and practices related to responsible sourcing.

Operational Integrity

Bio-Techne requires Suppliers to avoid conflicts of interest or situations that may lead others to question our business objectivity or integrity. We therefore expect Suppliers to establish and implement ethical business conduct standards and to operate their day-to-day business in compliance with such standards.

In furtherance of its ethical standards, Bio-Techne expects Suppliers to adhere to the following:

- **Anti-Bribery and Anti-Corruption** – Bio-Techne requires that our Suppliers comply with all applicable anti-bribery and anti-corruption laws, rules, and regulations including, without limitation, the US Foreign Corrupt Practices Act, the UK Bribery Act, and those regulations enacted under the OECD Convention on Combatting Bribery of Foreign Public Officials in International Business Transactions. By way of example, Suppliers may not give gifts, bribes or improper payments, including kickbacks, to Bio-Techne employees to influence or attempt to influence decisions by those employees.
- **Import and Export** – Suppliers must comply with all relevant import, export and customs laws, regulations, and administrative determinations, including any trade restrictions, sanctions or embargoes, issued by any exporting or importing country.
- **Privacy and Data Security** – Our Suppliers must comply with all applicable laws regarding data privacy. In some instances, Bio-Techne may grant Suppliers access to Bio-Techne information concerning its data, property, equipment, technology, supplies, and other assets. Suppliers must use this information responsibly and protect it with at least as much care as their own confidential information. Suppliers may

not disclose to third parties or reproduce any Bio-Techne data or intellectual property without Bio-Techne's express written permission.

Sound Environmental Practices

At Bio-Techne, we operate with environmental integrity to responsibly deliver high quality products and services while minimizing environmental impacts to protect our planet for future generations. Suppliers are expected to uphold rigorous environmental standards to minimize their impact on the planet. This includes managing, reducing and reporting on greenhouse gas emissions associated with their products. Additionally, Suppliers are required to adhere to European Sustainability Reporting Standards (ESRS) regulatory requirements, ensuring transparency and accountability in their environmental practices. By integrating these practices, Suppliers contribute to our shared goal of sustainability and environmental stewardship, supporting both regulatory compliance and our commitment to reducing our collective carbon footprint.

Compliance with Code of Conduct and Applicable Laws and Regulations

Bio-Techne Suppliers are responsible for adhering to this Code of Conduct. Further, our Suppliers may not engage in any activity prohibited by this Code of Conduct by knowingly employing or conducting business with, or failing to impose appropriate corrective action, up to and including termination, involving a Supplier employee, affiliate or subcontractor who engages in prohibited activity on behalf of the Supplier.

In addition to the laws, rules and regulations specified herein, Suppliers must comply with all applicable laws, regulations, rules, guides, ordinances and/or standards. Upon Bio-Techne's request, Suppliers will also provide to Bio-Techne all information or material required for Bio-Techne, or its customers, to comply and/or demonstrate compliance with all applicable laws, regulations, rules, guides, ordinances and/or standards.

Bio-Techne reserves the right to discontinue business with any Supplier who violates the provisions of this Code of Conduct.

Reporting of Violations

This Supplier Code of Conduct supplements and does not supersede or replace the existing Bio-Techne Code of Ethics and Business Conduct. Anyone concerned about or aware of violations of this Supplier Code of Conduct can report those concerns through our Integrity Line ([link](#)).