



Code Of Ethics And Business Conduct

Bringing our values to life

meridian BIOSCIENCE®



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About this Code

Meridian Bioscience, Inc., together with its global subsidiaries and affiliates (collectively, "Meridian"), is committed to upholding the highest standards of ethical conduct and integrity in its business activities. This Code of Ethics and Business Conduct (the "Code") applies to all of Meridian's directors, officers, employees, consultants, contractors, temporary workers, other personnel, and any third-party agents and representatives (collectively, Meridian's "employees and business partners"). It also describes the methods and manners in which employees and others, including members of the general public, can raise questions and concerns about the Code or ethical business practices, generally. The Code is maintained by Meridian's Chief Compliance Officer and Compliance Review Board. The Code will be reviewed at least annually by Meridian's Compliance Review Board to ensure that it remains current.

Meridian strives to meet the following quantitative objectives:

1. 100% of new employees review and acknowledge the Code within 15 days of beginning employment
2. 100% of existing employees review and acknowledge the Code annually, prior to December 31 of each year
3. 100% of Managers receive and acknowledge training regarding the Code annually, prior to December 31 of each year



Andy Kitzmiller
Chief Operating Officer and
Chief Financial Officer

Message From Our Leadership

We work in one of the most dynamic industries in the world. The products we make are an integral part of the global healthcare system, and we have the capability to change lives for the better.

Our purpose comes with enormous responsibility, and how we deliver on this promise is just as important as what we ultimately accomplish.

When we say, "Doing what is right", we mean it. This is the foundation of the Code, which guides every decision we make, every action we take, and every interaction we have with our customers, our business partners, our communities, and each other. It is the reason customers trust us, and why business partners, governments and community leaders want to associate with us.

Our Code provides direction on how we must behave in various situations, and it applies to all of us, equally.

Nothing is more essential to our success than doing what is right. This includes speaking up when we have concerns and seeking help when we have questions.

Our Code describes our mandatory, consistent, global principles for doing the right thing. Please read it carefully. It is imperative that you understand your role and your responsibility to doing what is right. By familiarizing yourself with the Code and following these guidelines, you will be taking an important step in helping us achieve our collective goals, while making a positive difference in the world.



Tony Serafini-Lamanna
President, Diagnostics

Andy Kitzmiller

Tony Serafini-Lamanna

Section 1
Doing What Is Right

Why Do We Have A Code Of Ethics?

Meridian's Vision for Value Creation is based on four strategic pillars:

- Account Focus
- Customer Experience
- Operational Efficiency
- Innovative Solutions

While these four strategic pillars define "where" our business is going, our Code helps us determine "how" we will get there by creating standards for how we behave at Meridian.

By embracing a "doing what is right" mentality, we establish the most critical cornerstone value to support our business. We must follow all applicable laws, regulations, rules, policies, and procedures to do what is right. Beyond just following the law and regulations, we also must apply high ethical standards, behaving morally and with integrity in all our business transactions and interactions.

All of Meridian's employees and business partners are expected to comply with the Code. Additionally, we must speak up if we see or suspect an employee or business partner is not following the Code, and we should ask questions if we are unsure or if it is not clear what we should do.

Any waiver of any provision of this Code must be approved by the General Counsel and Chief Compliance Officer in consultation with the Compliance Review Board and the Meridian Board of Directors.

Strive To Be An Ethical Leader

Meridian's people managers are expected to be role models for ethical leadership. Ethical leaders do the right thing every day without compromising on our values. Ethical leaders do not ask their subordinates to compromise our values or violate our Code. Ethical leaders lead by example.

If you are a people manager at Meridian, it is important that you create a culture that fosters an ethical commitment to integrity in our business, including by:

- Being a role model and leading by example
- Encouraging employees to speak up if they have concerns or questions and ensuring those who do are not subject to retaliation
- Upholding the highest ethical standards
- Not compromising our ethics to achieve business results
- Rewarding and recognizing employees who demonstrate ethical behavior
- Ensuring concerns are promptly reported and investigated

Speak Up

It takes a lot of courage to speak up. We believe in open and candid conversation, and we encourage everyone at Meridian to speak up by raising concerns, seeking guidance, and reporting actual or suspected violations of laws, our Code, our policies, and applicable industry requirements. We strive for a supportive atmosphere where everyone feels comfortable reporting concerns, whether they are current or former employees, business partners, suppliers, customers, or members of the public. We want to hear from you any time you have concerns or questions. We promise to take your concerns seriously and to investigate them promptly.

Employees can raise compliance-related questions and concerns to their manager, any other members of management, Human Resources, Meridian's SVP, General Counsel and Chief Compliance Officer, Meridian's Legal and Compliance Team, or our EthicsPoint helpline at www.meridianbioscience.ethicspoint.com.

With our EthicsPoint helpline, every person (internal or external) has free, unlimited access to report any issues, concerns, or suspected violations of law or company policies in a confidential manner. The EthicsPoint helpline is available 24 hours a day, seven days a week, through a toll-free number (844.246.9963) or using the online address above.

The Company has developed procedures to evaluate and address all ethics-related concerns. While maintaining confidentiality is essential to this policy and our culture, there may be times when information reported will be shared with others as necessary to conduct a full and fair investigation.

Zero Tolerance For Retaliation

Meridian does not tolerate retaliation. The Company prohibits any form of adverse action taken against an employee in retaliation for good faith reporting under this Policy. Persons committing a retaliatory act will be subject to disciplinary action up to and including termination of employment.

Examples of adverse employment actions that may be a form a retaliation include, but are not limited to:

- Termination, demotion, or suspension
- Reduction in salary, benefits, or job responsibilities
- Harassment, intimidation, or bullying
- Unjustified negative evaluations or disciplinary actions
- Exclusion from work activities or opportunities

Meridian wants all employees, business partners, and others to feel comfortable speaking up, asking questions, raising concerns, or seeking guidance without fear of retaliation. Meridian will not retaliate or allow others to retaliate against individuals who raise good faith reports of actual or suspected violations of Meridian's Code or who cooperate in an internal ethics investigation.

Any Meridian employee who retaliates against a person for making a good faith report or participating in an internal investigation will be subject to disciplinary action, up to and including termination of employment.

Section 2
Inside Our Business

Conflicts Of Interest

Meridian's employees and business partners have an obligation to promote Meridian's best interests, and they must avoid situations that present potential or perceived conflicts of interest between their personal interests and Meridian's interests. It is essential that Meridian's employees and business partners avoid any undisclosed and unapproved financial, business or personal relationships with suppliers, customers or competitors that could be perceived to impair their reasonable judgment or create a conflict of interest with Meridian's interests. Conflicts of interest may also exist if any Meridian's employees or business partners, or any of their relatives, were to receive an improper payment or other personal benefit as a result of his or her position or association with Meridian.

When there is an actual or potential conflict of interest, Meridian's employees and business partners must promptly notify Meridian via the Disclosure Management tool available in the NAVEX Compliance Hub. Please see Meridian's Conflict of Interest Policy for further guidance and examples.

Potential conflicts of interest include:

- Working for a competitor, customer or supplier
- Failing to disclose your relationship with a job candidate
- Having a romantic personal relationship with a supervisor or subordinate
- Doing business with a company that employs or is owned by your relatives
- Accepting an inappropriate gift from a vendor or supplier
- Using Meridian property, information or resources for the personal benefit of yourself or others

Misappropriation Of Corporate Opportunities

Another type of Conflict of Interest is the Misappropriation of Corporate Opportunities. This occurs when an employee takes an opportunity for their own personal benefit that was intended for Meridian or addressed to them in their capacity as a Meridian employee. An obvious example would be if a employee took a supplier rebate check based on Meridian's purchases and deposited it in their personal account. Another example would be if someone called Meridian and offered to sell Meridian a piece of neighboring property, and the employee who received the call purchased it personally without first offering the property to Meridian. All of Meridian's employees and business partners must not take for themselves any business opportunities that are discovered through their position with Meridian or which are otherwise intended for Meridian.

Confidentiality

One of Meridian's most valuable assets is its confidential business information. Meridian's employees and business partners must maintain the confidentiality of Meridian's non-public information, except when disclosure is authorized or legally required. Meridian's people managers must ensure that their subordinates, as appropriate, are aware of the importance of protecting confidential information.

Confidential information is information that is not publicly available and includes:

- Research and development projects
- Business plans and financial results
- Customer lists
- Trade secrets
- Manufacturing formulas and processes
- Supplier data
- Pricing and pricing proposals
- Other non-public information
- Marketing strategies

Protection And Proper Use Of Meridian Assets

We are the caretakers of our company and our work.

Meridian's employees and business partners have a responsibility to protect Meridian's assets from theft, loss or abuse, whether those assets are physical property, such as inventory, equipment, or IT assets, digital assets, such as electronic files, email and software, or intellectual property, such as trade secrets and formulations. We must act with care and use good judgement to ensure that Meridian's assets are used for legitimate business purposes and are not lost, stolen, misused, or wasted.

Artificial Intelligence (AI)

Employees must use AI tools and applications responsibly. AI prompts submitted to publicly accessible sites must not include any confidential, sensitive or proprietary Meridian or third-party customer, supplier or employee-related data. This will help protect the company from data protection breaches, intellectual property disputes, and the potential loss of confidential information.

Please refer to Meridian's A.I. guidance for more information and examples.

Protecting Personal Data

Meridian's customers, their patients, and our employees trust us with their personal data. We must ensure that any personal data in our possession or control is protected and only used for legitimate business purposes (and where consistent with applicable law). Meridian's policy is to comply with all applicable data privacy laws concerning employee data transfers and the protection of third-party data. Employees must handle all personal data with confidentiality and take all reasonable security measures to safeguard personal data from misuse.

Meridian ensures the responsible handling of personal data by complying with the data protection principles of the GDPR:

- Collecting, processing, and using data lawfully and transparently
- Limiting data collection to essential purposes
- Maintaining data accuracy and integrity and safeguarding it with technical and organizational measures
- Protecting data subject rights such as access, correction, and deletion rights
- Communicating cybersecurity practices and data breach procedures to all employees

Where required by law, data subjects may have the right to know, access, correct, port, opt-out of and delete personal data, and to object to certain data processing activities to limit the disclosure of sensitive information. Employees may contact the Legal and Compliance team or our Data Privacy Officer with questions or requests.

Insider Trading

Although Meridian is no longer a publicly traded company, we conduct business with many publicly traded customers and suppliers, and our ultimate parent company, SD Biosensor Inc. (SDB) is publicly traded in Korea. As a result, we are bound by applicable US and other laws that prohibit Meridian's employees and directors from trading in any securities while in possession of material, non-public information. Using material, non-public information to get financial benefit, often by buying or selling shares, is unfair, distorts markets, and erodes the trust of those who work with us. It is a serious violation that can carry significant penalties, including termination of employment, fines, and even imprisonment.

Section 3
In Our Workplace

Working Conditions

Meridian is committed to providing a work environment for its employees that is ethical, safe and in compliance with all applicable laws concerning the workplace and the protection of fundamental human rights. Moreover, Meridian wants its employees to feel safe speaking up and raising concerns regarding the workplace.

Consistent with the above declaration, Meridian is committed to:

- Promoting equality and diversity in the workplace by respecting cultural and regional differences
- Adhering to applicable labor, health and safety laws and regulations
- Adopting policies and procedures that support Meridian's corporate compliance governance
- Implementing fair and reasonable working hours, breaks and schedules and compensated overtime, where required by law
- Providing a workplace free from known hazards that could cause physical harm, including safe machinery, proper ventilation, adequate lighting, and a safe working environment
- Preventing and promptly reporting workplace injuries, illnesses or safety hazards
- Encouraging employee participation in safety programs and job-specific training
- Promoting mental health, well-being and a work-life balance
- Complying with Meridian's public commitment to combat human trafficking, child labor and modern slavery in the workplace

Respect In The Workplace

Everyone wants to work in an inclusive, safe and supportive work environment. Respect for others is important for Meridian's success, as we all do our best work when we feel secure knowing our talents are respected.

Meridian has zero tolerance for disrespectful behavior in the workplace. If you or someone else is being subjected to disrespectful behavior in the workplace, you should speak up, so we can investigate and address any misconduct.

Disrespectful behavior may include:

- Interrupting someone before they are done speaking
- Making rude, snide or belittling comments
- Making facial gestures or negative body language when someone is speaking or present
- Circulating rumors
- Refusing to include someone in an activity or communication

Employees who engage in this type of behavior may be disciplined, up to and including termination.

Inclusion And Diversity

At Meridian, we serve our customers best when we understand and respect a broad range of ideas and opinions. We are committed to creating a culture of inclusion, diversity and equity that respects everyone as an authentic individual. We also try to recruit, hire and maintain talent from various backgrounds, and we actively search for different points of view. We listen to others with courtesy and respect and speak out when we feel our views or those of others are being disrespected.

For more information regarding our Inclusion, Diversity and Equity (IDE) program, please contact Meridian Bioscience Human Resources at Human.Resources@meridianbioscience.com.

Discrimination And Harassment In The Workplace

Meridian is committed to providing equal employment opportunities to all employees regardless of their identity and any legally protected personal characteristics. This protection extends to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, compensation, termination, and all other terms, conditions, and privileges of employment. Understanding and addressing different types of discrimination is crucial for cultivating an inclusive, supportive work environment and important to a successful business. We can all support an inclusive workplace by understanding the different forms of discrimination and speaking up when we see it happening.

Meridian also does not tolerate any type of harassment in the workplace, including sexual harassment, psychological harassment and/or bullying. Harassment is any unwelcome, hostile, and/or unwanted or threatening behavior or conduct that affects the dignity, rights or well-being of an individual employee, group of employees, our business partners based on a legally protected characteristic. These protected characteristics may include the person's age, race, color, national origin, sexual orientation, ancestry, religion, sex (including transgender and transitioning status), pregnancy (including childbirth, lactation, and related medical conditions), disability, genetic information, veteran status, military status, or any other status protected by applicable law.

Employees may refer to Meridian's employee handbooks, policies, and training for guidance.

Maintaining Accurate Records And Record Retention

We must ensure that our Company's books and records are accurate and fairly represent the underlying transactions. The Company's "books and records" are expansive and include things like time sheets, orders, invoices, expense reports, quality and production documents, and accounting sheets.

No one should attempt to coerce, manipulate, mislead, or fraudulently influence anyone to alter or falsify any of the Company's books or records. In addition, all communications with internal or external auditors or regulators should be cooperative, open and honest.

Do:

- Comply with and follow all generally accepted accounting principles
- Follow all internal controls, policies, and all applicable laws and regulations
- Maintain honest documents that do not contain misstatements, unsupported values, or embellishments
- Record all entries and business transactions accurately and timely
- Submit any requested records to auditors in a timely manner
- Tell management if there are inaccurate, false or misleading records or entries

Don't:

- Use any payment methods that are secret or not recorded
- Misinform anyone about business operations or our finances
- Create falsified documents because of pressure (real or perceived) to complete a goal
- Agree to any terms or conditions outside the scope of our traditional business practices
- Hide or destroy any documents that should be retained
- Falsify or mislabel a document or entry to conceal the underlying transaction

Social Media Policy

Social media has the potential to damage the reputation of our Company when not used thoughtfully. When we use social media, we must do so responsibly. Only authorized individuals may communicate publicly on behalf of Meridian. Employees using social media personally must never share Meridian's confidential information online or represent themselves as speaking on behalf of the Company or the Company's management team.

If you have any concerns about Meridian's online reputation or social media presence, please contact Meridian's Legal and Compliance Team.

Safety In The Workplace

Meridian is committed to providing a safe and healthy workplace that promotes a positive environment in which employees can feel more productive and where we comply with all applicable governmental laws and regulations. Meridian maintains a zero-tolerance policy for workplace violence, including threats, intimidation and physical aggression, either implied or direct, whether at our facilities, off-site, or at Company events.

Employees must always:

- Follow all safety and health procedures and company policies
- Report any unhealthy conditions, such as safety hazards or broken equipment
- Follow all required laws and regulations regarding health and safety
- Never take shortcuts or bypass safety procedures
- Never bring illegal drugs, or other controlled substances to work, or come to work under the influence of these substances
- Promptly report any concerns about potential incidents of workplace violence, including threats, intimidation and physical aggression

Section 4
In The Marketplace

Compliance With Laws

Meridian's employees and business partners are expected to comply with all applicable local, state, federal, and international laws, including all applicable regulations, rules, orders or policies, including all applicable U.S. Food and Drug Administration (FDA) regulations.

The failure to comply with applicable law can lead to serious consequences, including legal penalties, reputational damage, and operational disruptions. It can also result in personal criminal liability and charges for the individuals who authorized or engaged in the violations. As a result, each Meridian employee plays an important role in ensuring that Meridian is aware of, and follows, all applicable laws. Failure to do so can result in discipline, up to and including termination of employment.

Anti-Bribery And Corruption

We do not engage in bribery or other forms of corruption. Not only is this unethical, but it may also violate applicable anti-bribery and anti-corruption laws where we conduct business, which can result in lawsuits, substantial fines and penalties, and criminal prosecution.

As an employee, you should never accept or provide anything of value, directly or indirectly, in order to obtain an improper advantage or to retain or obtain business. You should always err on the side of caution, meaning you should avoid even the appearance of unlawful activity. This is especially true when dealing with governmental officials, political parties, and state-owned or state-controlled enterprises.

Please see our Anti-Corruption Policy for additional information and common FAQs.

Anti-Money Laundering

We are committed to the prevention, detection, and reporting of money laundering and terrorist financing. Money laundering is the practice of funneling illegally obtained funds through legitimate businesses to hide their illegal origin. This is illegal and is not permitted.

To ensure we are not supporting such practices, be sure to only conduct business with individuals and organizations after completing appropriate due diligence. Furthermore, immediately report any suspicious or unusual transaction activities, such as:

- Payments in cash
- Checks from unidentified third-parties
- Forms of payment that exclude identifying information
- Requests to transfer funds to or from countries or entities that are not related to the transaction or the customer
- Involvement with special financing institutions such as banks lacking a physical presence in any country, offshore banks, unlicensed money transmitters, and non-bank financial intermediaries

Preventing Theft And Fraud

We do not tolerate theft or fraud in our business. Theft includes physically taking something, such as money or property, without permission or through other means, such as forgery, embezzlement, fraud or other deceptive act.

We are all responsible for safeguarding Meridian's assets and reputation by watching for any kind of fraudulent activities involving the company, our employees, customers, business partners, or other interested parties.

Fraud and theft may include the following:

- Inappropriate, unauthorized, or personal use of Meridian's corporate credit cards (including travel cards and purchasing cards)
- Embezzlement or other financial irregularities
- Forgery, alteration, or falsification of documents (including checks, time sheets, travel expense reports, contract agreements, purchase orders, other financial documents or financial records, or electronic files)
- Misappropriation, misuse, theft, removal, or destruction of Meridian's assets and/or resources, including funds, supplies, inventory, furniture, fixtures, equipment, intellectual property, or any other asset
- Improprieties in the handling or reporting of money or financial transactions
- Personal use of Meridian's property or misuse of Meridian's facilities (including telephones, computers, and e-mail system)
- "False claims" by employees, business partners, or others associated with Meridian. "False claims" are fraudulent claims for payment or reimbursement made to a government body, and most frequently occur in connection with submitted requests for reimbursement that are not legitimate.

We are committed to the prevention, detection, and reporting of any fraudulent or deceptive activities. Concerns regarding any suspicious activity should be raised immediately to Meridian's EthicsPoint helpline.

Gifts And Entertainment

Gifts and entertainment have their place in a business environment, but they must be approached with caution to avoid creating real or perceived conflicts of interest, bribery, or corruption.

- **Offering Gifts or Entertainment**

Attempting to influence customer purchasing decisions by providing personal gifts, offers of entertainment, travel, discounts or special favors is improper, unacceptable, and in some instances unlawful, and is prohibited. For that reason, do not offer money, gifts, or other items of value to customers or prospective customers that may be construed as an attempt to improperly influence their relationship with our Company. This is especially true with any gifts offered to any governmental employees or officials.

- **Accepting Gifts or Entertainment**

Business gifts of significant value offered to you may be intended to improperly influence the selection of vendors or suppliers, and must be reviewed and approved consistent with our policies.

Any employee who receives or is offered cash or a gift card of any amount, or who is offered or receives a gift or entertainment valued at more than USD \$50 from any of Meridian's vendors, customers, suppliers or service providers must promptly disclose it through our disclosure management program available in the NAVEX Compliance Hub. If you have any questions about whether a situation, gift or entertainment should be disclosed, please contact the Legal and Compliance team at compliance@meridianbioscience.com for guidance..Please see Meridian's Gifts and Entertainment Policy and Conflict of Interest Policy for more information and examples.

Dealing Ethically With HCPs, HCOs And Government Officials

Meridian believes that strong, long-term relationships with healthcare professionals (HCPs), healthcare organizations (HCOs), and government officials (GOs) help us better understand our customers and their patients' needs. Through collaboration, we continue to develop high-quality products and teach people about their safe and effective use.

Laws and industry rules set high standards that govern our interactions with HCPs, HCOs, and GOs. These relationships must always be grounded in a legitimate business need and never be used to secure an improper business advantage. If we cannot develop these types of relationships, build trust, and sustain them over time, our reputation will be damaged, and our business may suffer. If we make mistakes, the consequences may be severe.

Collaborating ethically with healthcare professionals

Do:

- Engage with HCPs only if we have a legitimate need
- Select locations and venues to interact that are modest and appropriate
- Pay HCPs fair market value for their services
- Choose only qualified HCPs to meet our legitimate needs
- Always follow our policies and guidelines regarding HCP meals and travel expenses
- Make sure clinical studies and research meet the highest ethical, medical, and scientific standards and initiatives

Don't:

- Work with an HCP without a proper written agreement or contract
- Attempt to interfere with an HCP's independent medical judgment
- Make arrangements (including grants, donations, or contributions) that are intended to reward or encourage an HCP to purchase, lease or recommend our products

Ethically Engaging Third Parties

Our third-party partners are important to our success and our business plans. Third-party partners may include sales agents, distributors, vendors, service providers or consultants. We select our third-party partners with care. We want them to meet our standards of ethics and our standards of quality because their conduct reflects on our reputation in the industry. There are many laws and regulations that apply to our business, and we could be held liable for third parties acting on our behalf.

Do:

- Make honest and fair deals
- Use a fair selection process based on qualifications and legitimate business needs
- Avoid conflicts of interest and disclose any personal relationships with a third party
- Protect confidential information
- Speak up if a third party is in breach of our Code or other policies
- Share our expectations with our business partners regarding our ethics policy
- Monitor third parties when we are in a business relationship

Don't:

- Ask or allow a third party to violate our Code, policies or laws
- Accept kickbacks, bribes, or gifts that violate our gifts policy
- Work with any third party that has not been vetted and approved with our internal procedure for third parties
- Establish side agreements that are not in line with our policies

Trade Controls

Meridian operates in locations all over the world, and we are subject to various laws and trade restrictions regarding the import, export, and re-export of our products and raw materials. It is important that we comply with all applicable trade control laws. Following these laws helps maintain our reputation for fairness, honesty, and integrity. If we don't follow these laws, then we can be subject to civil and criminal penalties that may include suspension or denial of international trade privileges.

Anti-Boycott

Meridian strictly complies with all applicable anti-boycott laws and regulations, including those administered by the U.S. Department of Commerce's Bureau of Industry and Security (BIS) and the U.S. Department of the Treasury's Office of Antiboycott Compliance (OAC).

The company will not participate in, cooperate with, or support any foreign boycott that is not sanctioned by the U.S. government. This includes, but is not limited to, the Arab League boycott of Israel.

Sanctioned Countries

Sanctioned Countries are countries designated by the governments of the U.S., E.U. or other applicable governing bodies as having limited or comprehensive trade sanctions and embargoes placed against them for reasons of anti-terrorism, non-proliferation, narcotics trafficking, or other reasons. We must comply with all applicable international trade sanctions and not conduct business with sanctioned countries or entities. In some cases, there may be exceptions or licenses that would permit us to conduct business with sanctioned parties or countries. When you are unsure, please discuss any potential opportunities with Meridian's Legal and Compliance Team for guidance. A maintained list of currently sanctioned countries may be found on One Meridian Connect.

Do:

- Know the import regulations related to marking and labeling of goods, valuation of goods, payment of duties, and record keeping for our products, services, and technology
- Know the requirements for export and re-export. An export can include physically or electronically sending a product or technology across an international border. An export can also be providing a service to someone in another country, or just sharing information with a foreign national. Reexport involves the shipment or movement of U.S. originated product or technology from one non-U.S. territory to another
- Know your customer and their intended use of our products
- Conduct risk assessments and due diligence checks on third parties with whom you intend to conduct business
- Make a report to management or our EthicsPoint helpline if a customer, supplier, or anyone else asks us to participate in a prohibited boycott

Don't:

- Allow products to be sent to a different destination than originally planned unless such an arrangement is permitted under our policies
- Conceal any elements of a transaction or falsely complete any import/export or other trade related form or filing
- Complete or facilitate any transaction or shipment that you believe is prohibited due to applicable sanctions and/or export controls

Fair Dealing And Fair Competition

Meridian's relationships with its customers, suppliers, and competitors are based on fair and honest business practices. We will succeed as a business because we have ideas and technology that meet the needs of both customers and patients. We also follow all applicable laws, including antitrust laws, that govern how companies compete and conduct business with each other. These laws promote a competitive marketplace and prohibit conduct seeking to reduce or restrain competition, while protecting consumers from unfair business practices.

No Meridian employee or business partner should take unfair advantage of our customers or suppliers through behaviors that restrict competition or create an unfair competitive advantage. Examples of prohibited conduct include price fixing, bid rigging, collusion, misrepresentation of material facts, or any other unfair trade practice. Please see Meridian's Antitrust and Fair Competition Policy for more information and examples.

Do:

- Avoid engaging in any false or dishonest practices
- Seek legal guidance regarding best practices before interacting with competitors
- Use publicly available information when possible
- Require confidentiality or nondisclosure agreements when dealing with sensitive information
- Respect our competitor's rights regarding their intellectual property

Don't:

- Discuss contract terms, sales strategies or pricing with competitors
- Make any agreements with competitors that divide or allocate markets, territories or customers
- Use our position in an unethical manner to reduce, prevent or eliminate competition
- Ask for sensitive or confidential business information from competitors or their customers
- Use illegal methods, such as theft, to get improper information regarding competitors

Product Promotion

Meridian is proud of our contributions to the healthcare industry and to society's needs for healthcare sciences and devices. Our products provide services and solutions for many healthcare providers and their patients. We believe in our products and have confidence that our products will perform as intended based on our quality standards.

Customer relationships are built on trust and supported by integrity. We want our customers to have a clear understanding of our products and technologies, and we never want to mislead them. All promotional material must be honest and truthful, and never deceptive or inconsistent with the approved labeling (i.e., "off-label"). Following ethical principles for advertising helps maintain a good and honest reputation with our customers.

Do:

- Promote only products authorized for sale in that territory
- Make sure regulatory labeling requirements are met
- Ensure all advertising and marketing materials meet the prescribed requirements
- Make accurate and truthful claims about our products, supported by objective data

Don't:

- Promote any products before they are approved for a given market
- Suggest or encourage unsanctioned off-label uses
- Embellish the benefits of our products or omit potential risks
- Provide falsified clinical data or unsupported product testing results
- Make untruthful criticisms about competitors
- Make changes to approved advertisement or promotional materials or create your own material or labels

Product Safety

Meridian is committed to the development, manufacture, and supply of safe and high-quality products. We must follow stringent safety and quality control standards and monitor our products to ensure they function as designed. Employees have an obligation to follow our Company's quality management systems and to comply with all applicable policies, procedures, and legal requirements in the manufacturing and testing of our products.

Employees must promptly report any safety, quality, or performance issues through one of our reporting procedures.

NEVER CUT CORNERS. Never bypass or shortcut any quality or safety controls that will compromise the product or a person's safety.

Do:

- Make sure all products are developed and manufactured using the appropriate procedures
- Make sure all information we keep or send to government agencies is truthful, accurate and complete
- Properly label, advertise and promote our products
- Promptly report complaints and other signs of potential product issues

Don't:

- Assume the rules in your home country are the same in other countries
- Assume someone else will speak up; if you learn of a problem or have concerns, speak up so we can address the issue
- Hide or withhold information that could negatively impact our compliance with safety and quality standards

Section 5
Our World

Respecting Human Rights

At Meridian, we respect and protect human rights in all aspects of our business, whether it relates to our workforce, our sales and procurement practices, third-party agents or interactions with other business partners. We acknowledge that all people should be treated with dignity and respect, and we expect all employees and business partners to do the same.

Anti-Slavery and Human Trafficking

Meridian is committed to maintaining best practices to combat modern slavery and human trafficking. We do not knowingly associate or conduct business with any individual or company that participates in any of the following: exploitation of children or child labor, physical punishment, forced or compulsory labor (slavery), unlawful discrimination, unlawful occupation, and human trafficking.

Please see our Anti-Trafficking and Modern Slavery Commitment statement for more information.

Sustainability

Meridian believes in accountability and environmental responsibility. We understand that a healthy global environment is directly impactful on human health. Increasing regulatory and customer requirements related to sustainability have driven us to prioritize doing what is right to protect the environment.

Protecting the Environment

We must comply with all applicable environmental laws, rules, and regulations, including, without limitation, those pertaining to the proper storage, handling, and disposal of materials and wastes. Our commitment to protecting the environment extends beyond compliance with applicable law through our efforts to reduce pollution, conserve water and energy, support sustainable business practices and develop products that help our customers do the same.

Sustainable Procurement

As a purchaser of raw materials and other goods and services, Meridian takes its commitment to sustainability seriously. We include sustainability assessments of our suppliers and their products in our selection process and we ask that they in turn monitor and improve their sustainability and that of their supply chain. For more information, please visit Meridian's Corporate Social Responsibility webpage at www.meridianbioscience.com/sustainability, or contact us at sustainability@meridianbioscience.com.

Employees may refer to Meridian's Environmental Impact Policy and Sustainable Procurement Policy for more information.

Purchasing Practices: Conflict Minerals

Meridian sources its supplies and services based on quality, price, value and sustainability. We treat our business partners fairly, openly and honestly. In our efforts to support our international community, Meridian follows the applicable laws and regulations governing the procurement of conflict minerals. We engage in a reasonable due diligence process with our suppliers regarding the origin, source and chain of custody of conflict minerals and/or other regulated raw materials.

Meridian will not knowingly provide any direct or indirect support to non-state armed groups or security forces that illegally control or tax mine sites, transport routes, trade points, or any upstream actors in the supply chain. Similarly, Meridian has an Anti-Corruption Policy that prohibits employees from engaging in corruption and bribery. We expect the parties in our supply chain to follow the same ethics and principles and avoid conflict-affected and high-risk areas.

Lobbying And Political Activity

As a corporate citizen, Meridian may take positions on issues of public policy that may impact our business or our customers. Meridian may also engage in efforts to affect legislation or government policy. Because regulations vary around the globe, only certain individuals within Meridian are authorized to engage persons to lobby on our behalf.

You must not contact a government official to influence legislation or government policy on behalf of Meridian or engage third parties to lobby on behalf of Meridian without first receiving advance approval from the General Counsel and Chief Compliance Officer.

Meridian recognizes your right to participate in the political process as an individual; however, you may only participate in political activity during your own time (outside of work) and at your own expense. You must not use Meridian time, funds, facilities, communication tools, or assets for personal political purposes.

Charitable Contributions and Sponsorships

Supporting the communities where we live and work is important. Meridian may make contributions, grants, and/or donations to charitable, educational, or research organizations that are consistent with our beliefs and values. We will also explore volunteer opportunities that will help us better understand and engage with our communities.

Please note, however, that Meridian employees may not contribute, donate or give grants to third parties (even charities), with the purpose of persuading someone to buy, recommend or prescribe our products. Doing so may create a conflict of interest and/or violate our Anti-Corruption Policy.

Conclusion

Our ultimate commitment in this Code is to be fair, honest, and ethical in our business practices and behavior at work. This commitment extends beyond just compliance with applicable law and includes compliance with this Code and our policies and procedures. We all have a responsibility to maintain our values by acting with integrity and to make ethical decisions.

We encourage and expect all employees to speak up and report any suspected violations of laws, the Code, our policies, or other relevant industry procedures. As noted above, if you ever have any concerns or questions about the Code or a Meridian business practice, please contact a member of Human Resources, Meridian's Legal and Compliance Team, or utilize our EthicsPoint helpline at www.meridianbioscience.ethicspoint.com or call +1 844-246-9963.



Review

History

Date	Version No.	Policy Documentation
7/1/2024	1.0	Initial Draft
8/1/2025	2.0	Compliance revisions and updates

Approval

Role	Print Name	Title	Signature	Date
Reviewed by Compliance Review Board (CRB)	Emerson Moser	SVP/General Counsel, CCO		
Finance	Andy Kitzmiller	CFO/COO		
Diagnostics President	Tony Serafini-Lamanna	President, Diagnostics		