



# One Neogen — Our Code of Business Conduct & Ethics

## A Message from Our President & CEO

Dear Colleagues,

From day one, I've been energized by our shared mission: to lead the world in developing and delivering solutions that safeguard food and animal safety. It's not just what we do, it's who we are, woven into every decision, every innovation, and every interaction that drives us forward.

What excites me most about being part of this team is our Neogen DNA—the powerful blend of purpose, promise, principles, and values that sets us apart. Together, we're not just upholding the high ethical standards that have earned us trust from colleagues, customers, suppliers, shareholders, and communities worldwide—we're elevating them to fuel the turnaround and sustained growth ahead.

Ethics isn't a checkbox; it's our competitive edge. It ensures we're making the right calls in people management, R&D, manufacturing, sales, and reporting, so we can deliver reliable, innovative solutions to our customers' needs. As we accelerate top-line growth, streamline operations, and reignite our innovation engine, this trust will be the bedrock of our success for years to come.

That's why I'm excited to introduce our updated Code of Business Conduct & Ethics clear, practical guide that aligns with our Neogen DNA and outlines our commitments to each other, our customers and stakeholders, Neogen, and the global communities we serve.

This Code applies to all of us: from the Board of Directors and executives to directors, employees, and even certain partners in our ecosystem. It's designed to be straightforward and actionable, covering the principles we live by every day.

I ask each of you to dive in, read it thoroughly, and let it guide your choices. It won't address every scenario you'll encounter, but it will remind us of the standards that keep us true to our mission.

And here's the part I want to emphasize: Speaking up takes courage, but it's essential. My Leadership Team and I are fully committed to fostering a culture where questions are welcomed, concerns are heard, and good-faith reports are protected without any fear of retaliation. We take this promise to heart because a strong, ethical Neogen starts with all of us holding each other accountable.

Thank you for your passion, your grit, and the daily wins that are propelling us toward a brighter future. Let's keep building One Neogen together.

Sincerely,

Mike Nassif  
*President & CEO*

# Table of Contents

- One Neogen — Our Code of Business Conduct & Ethics..... 1
- A Message from Our President & CEO ..... 1
- Table of Contents ..... 2
- Our Core Values ..... 4
  - Our Neogen DNA ..... 4
  - One Neogen ..... 4
- Our Commitment to Integrity ..... 4
  - Importance of Code of Business Conduct & Ethics ..... 4
  - Importance of Compliance..... 5
  - Reporting..... 5
  - Retaliation ..... 5
  - Internal Investigations Process ..... 5
  - Confidentiality ..... 5
  - Workplace Respect ..... 6
  - Harassment..... 6
  - Diversity ..... 6
  - Health and Safety..... 6
  - Workplace Violence ..... 7
  - Substance Abuse..... 7
  - Protecting Private Information..... 7
- Our Responsibility to Our Customers and External Stakeholders ..... 7
  - Fair Competition..... 7
  - Accurate Public Disclosures ..... 8
  - Corporate Recordkeeping ..... 8
  - Insider Trading ..... 8
  - Anti-Bribery and Anti-Corruption ..... 9
  - Gifts and Entertainment ..... 9
  - Protecting Third Party Information ..... 9
  - International Trade Control Laws and Sanctions..... 9
  - Scientific Conduct..... 9
- Our Responsibility to Neogen ..... 9
  - Training and Continued Education ..... 9
  - Conflicts of Interest..... 10
  - Intellectual Property, Confidential, and Proprietary Information..... 10
  - Use of Company Assets..... 11
  - Travel ..... 11
  - Social Media ..... 11
  - Speaking to the Media ..... 11
- Our Responsibility to Our World ..... 12
  - Serving Our Communities ..... 12
  - Human Rights..... 12
  - Environmental Sustainability ..... 12
  - Political Activity..... 12
- Accountability ..... 13
- Waiver ..... 13

Information and Resources ..... 13

## Our Core Values

Our Neogen DNA guides us in acting with the utmost integrity as we pursue our mission and goals.

### Our Neogen DNA

Just as genetic DNA is found in the nucleus of every cell in our bodies, so should our business DNA be found at every level of the organization. The culture we are building together is known as our Neogen DNA. Our Neogen DNA is the unique blueprint for the organization — it carries all the information we need to make us who we are so we can grow and thrive.

Our Neogen DNA is made up of three parts: Our Purpose & Promise, Our Principles, and Our Values.

**Our Purpose & Promise:** Our DNA describes our Purpose and Promise, which is “The advancement of human and animal wellbeing through science and technology so we can fuel a brighter future for global food security.” This is our reason for coming to work and the impact we can have on the world and each other. Something bigger than ourselves that alone we can’t do, but together we can achieve.

**Our Principles:** Our Principles represent our commitment to our clients and the industry. It describes how they can expect us to show up, such as harnessing the power of science to power the future, going above and beyond every day for our customers, being known as tenacious problem solvers, and not showing off our expertise — we share it. This is who we are.

**Our Values:** Our Values express our commitment to each other, which describes the type of company we are working for. These five values are practical and actionable. They require active engagement and participation. It is vital that we are a company that:

- Cultivates belonging, meaning we value diversity and embrace a global mindset,
- Inspires and innovates because we dream big,
- Acts with integrity because we do the right thing,
- Delivers on our promises as solution-driven team members, and
- Fosters optimism by recognizing and celebrating the talent that each person brings.

### One Neogen

One Neogen is all about the people. We are one team, unified and passionate, delivering innovative and reliable solutions to protect the people and animals we care about. We support each other, regardless of our job title or where we work, and partner with our valued customers around the globe to protect the safety of the world’s animals and food supply.

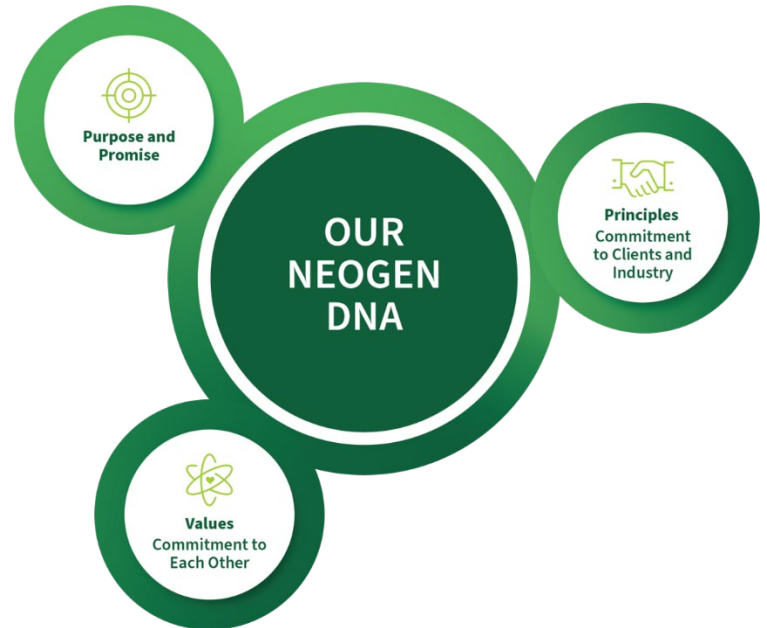
As One Neogen, we create and thrive together, building farm-to-fork solutions through science and innovation, providing a comprehensive solution portfolio to help keep the world’s food supply safe and sustainable.

One Neogen is one unified organization focused on our purpose, promise, principles, and values, leveraging best practices from across the organization as a competitive advantage, and using our dynamic workforce as a source of innovation.

## Our Commitment to Integrity

### Importance of Code of Business Conduct & Ethics

The success of our business depends on the trust and confidence we earn from our colleagues, customers, partners, and shareholders. We adhere to our commitments, acting honestly and with integrity to achieve our company objectives. It is easy to say what we must do, but the proof is in our actions.



## Importance of Compliance

This Code of Business Conduct & Ethics applies to all at Neogen — from our Board of Directors to each and every employee. Certain aspects also apply to our partners, vendors, and others with whom we conduct business. This Code of Business Conduct & Ethics is overseen, ultimately, by our Board of Directors through its Governance and Audit Committees.

Our Code of Business Conduct & Ethics applies to everyone at Neogen, from our Board of Directors to our executives, directors, and all of our employees.

It is our responsibility to understand our obligations under this Code of Business Conduct & Ethics, all Neogen policies, and the law. We have a duty to speak up, ask questions, and report any evidence of wrongdoing that we suspect or observe.

## Reporting

Everyone, including every Neogen employee, director, consultant, partner, customer, and vendor, must feel comfortable in voicing their observations and concerns, particularly regarding potential ethics violations. Our Leadership Team, Team Leaders, and managers must create an environment where their colleagues feel comfortable speaking up, asking questions, and trust that any concerns will be taken seriously and properly investigated.

If you see or suspect illegal or unethical behavior, including possible violations of this Code of Business Conduct & Ethics, Neogen policies or procedures, or the law, you have several reporting options.

- Discuss with your manager or any member of management
- Discuss with Human Resources
- Contact Legal & Compliance at [LegalCompliance@neogen.com](mailto:LegalCompliance@neogen.com)
- Use our anonymous reporting tool:
  - Go to [www.reportit.com](http://www.reportit.com) from any mobile device and use report it code NEOGEN
  - Or; from the US:
    - Text NEOGEN to 63975
    - Dial 1.877.700.7020
  - Or; from outside the U.S.:
    - Dial 1.877.778.5461

## Retaliation

We do not tolerate any form of retaliation against any individual who makes a good faith report and/or participates in an investigation.

If you suspect that you are being subjected to retaliatory behavior, you should report this by speaking to your manager, Human Resources, Legal & Compliance, or using any of the resources in this Code of Business Conduct & Ethics.

Any employee engaging in retaliatory conduct will be subject to corrective action, up to and including, termination of employment.

Learn more: [ReportIt Guideline](#), [Whistleblower Policy](#), [Global Human Rights Policy](#)

## Internal Investigations Process

We take potential violations of our Code of Business Conduct & Ethics, our policies and procedures, and the law very seriously.

Once a report is received, we will promptly investigate. We may confer with legal, financial, or accounting advisors throughout the investigation.

At the conclusion of the investigation, Neogen will take the action it deems appropriate up to and including suspension without pay and termination.

## Confidentiality

It is important that you feel secure making a report or assisting with an investigation. Confidentiality is important; however, during the course of an investigation, it may become necessary to share information, including your identity, on a need-to-know basis.

Further, Neogen can be required by law to report certain activities.

## Workplace Respect

Respect is the backbone of our culture at Neogen and is reflected in our Neogen DNA.

Our workplace should be safe and comfortable for all, free of bullying, harassment, and discrimination.

In order to accomplish this, we will:

- Treat our colleagues the way they'd like to be treated
- Actively listen to others and their ideas
- Seek diverse perspectives, listen, and act upon them
- Promote both complimentary and constructive feedback

Neogen is dedicated to providing equal employment opportunities across the organization. Recruitment, employment, promotion, salary increases, benefits, termination, and all other terms of employment are based solely on individual merit.

We comply with all employment, labor, and immigration requirements and laws.

Learn more: [Global Human Rights Policy](#)

## Harassment

We do not tolerate harassment of any kind.

Harassment can come in many forms, and we protect our staff from all forms of bullying and harassment, including:

- Verbal harassment: abusive language, profanity, derogatory comments, demeaning jokes, slurs, sexual or other flirtations, microaggressions, unwelcome propositions;
- Physical harassment: assault, intimidation, physical interference with normal work or movement, unwelcome touching;
- Visual harassment: displays of derogatory or demeaning posters, viewing or displaying of inappropriate Internet sites, cards, cartoons, graffiti, gestures, drawings, or suggestive images.

If there is a question about whether a behavior constitutes harassment, do not do it.

Learn more: [Global Human Rights Policy](#)

## Diversity

We celebrate the importance of a diverse workplace — our culture thrives when we have a variety of perspectives.

We benefit from the ability to leverage individuals and their ideas, experiences, and viewpoints. Not only does this enhance our business competitiveness, but it also creates a culture of empowerment and builds a strong, unified, sustainable company, and makes Neogen a great place to work.

Learn more: [Global Human Rights Policy](#)

## Health and Safety

The health and safety of our colleagues is our top priority.

We are committed to creating and maintaining a safe and healthy workplace, following all environmental, health, and safety laws that apply to our work, as well as establishing policies and practices that protect all of our colleagues.

In order to accomplish this, we will:

- Speak up when we see unsafe environmental and workplace conditions, practices, or potential hazards
- Follow the guidance of global health agencies and all government mandates in the event of a global health crisis
- Ensure work area are kept safe and free of any hazardous conditions
- Familiarize ourselves and comply with all safety procedures, including proper operating methods, lab operating processes, and the handling and disposal of chemicals and other potentially hazardous materials
- Follow all motor vehicle laws when conducting company business or using company vehicles, including refraining from the use of mobile phones to text, call, or access the Internet unless a hands-free feature is being used

- Report any accident, injury, or illness to a supervisor as soon as possible, regardless of the severity of the injury or accident
- Bring any suspicion of concealed danger present on the company's premises or in a product, facility, piece of equipment, process, or business practice to the attention of management immediately.

Should new workplace situations present themselves, Neogen will issue new or updated rules and guidelines, and we will familiarize ourselves with these procedures.

Learn more: [Global Human Rights Policy](#)

### Workplace Violence

Violence within the workplace is unacceptable, and we are committed to preventing any such abuse or violent behavior while onsite or offsite conducting work-related business. Violence of any kind has no place at Neogen.

We will not tolerate:

- Making threatening remarks (written or verbal)
- Aggressive or hostile acts, including shouting, throwing of objects, fighting, or intentionally damaging property
- Bullying, intimidating, or harassing others, including the use of threatening body language or gestures
- Behaviors that are intended to cause emotional distress or create a fear of injury, including issuing threats and stalking
- Physical assault

Weapons of any kind are not permitted on Neogen premises or on your person while conducting Neogen business. This includes any licensed and permitted-to-carry handguns, knives, and any other weapons.

Learn more: [Global Human Rights Policy](#)

### Substance Abuse

Neogen does not allow the use or distribution of illegal controlled substances or alcohol while on company premises. You should never report to work under the influence of alcohol or any illegal controlled substances.

We encourage anyone who struggles with substance misuse to seek treatment, and we will support our colleagues who disclose their recovery and request accommodations.

Neogen has an employee assistance program (EAP) set up to help our colleagues. This program can also help provide work-life solutions, legal guidance, financial resources, and online support to decrease stress in your personal life.

### Protecting Private Information

We understand the importance of protecting your privacy and the personal information you trust us to manage.

All personal information will be kept safe and secure and will never be shared unless:

- There is a legitimate business need; or
- We are confident that we have the authority to do so and are following all applicable laws.

All employment records will be kept as electronic, confidential files and stored on a secure, encrypted device. This information will be maintained and kept in compliance with all Neogen corporate policies, as well as federal and state laws on record retention.

Information will not be kept for any longer than is legally necessary.

Any third-party services we use must comply with all applicable privacy regulations and laws.

Learn more: [Privacy Policy](#)

## Our Responsibility to Our Customers and External Stakeholders

### Fair Competition

We are committed to conducting business in a transparent, fair, and honest manner, in compliance with competition laws everywhere Neogen operates.

We will not participate in:

- Exchanges of confidential information, including pricing, sales volumes, customers, territories, business strategy, and marketing plans
- Abuse of our position within the marketplace
- Seeking confidential information regarding our competitors
- Presenting misinformation regarding our products, services, industries, or those of our competitors
- Entering into any agreements or “understandings,” whether horizontal or vertical, with the objective of limiting, impeding, restricting, or distorting our competition within the marketplace

If you have concerns about potential anti-competitive activity, please contact Legal & Compliance.

### Accurate Public Disclosures

Presenting ourselves in an accurate and truthful manner to our stakeholders, customers, and the public is vital to our success.

We make certain that all financial statements and public disclosures are made in a timely manner and are presented as full, fair, and accurate representations of the state of our business, financials, and products.

We do not tolerate any purposeful misrepresentation of facts or falsifying records.

Individuals involved in corporate financial reporting must promptly report concerns about violations of the securities laws to the Legal & Compliance, Neogen’s Chief Legal & Compliance Officer, or to the Chief Financial Officer

If those officers fail to act and investigate a claim of a violation of the securities laws, you can write to “Chairman of the Audit Committee of Board of Directors” or “Chair of the Board of Directors” at the following address:

c/o Chief Legal & Compliance Officer  
620 Leshner Place  
Lansing, MI 48912

### Corporate Recordkeeping

It is vital to our stakeholders that we maintain accurate and complete business records. Our records must be produced in a timely manner, be transparent, and correct.

The internal records we keep must be accurate in order to ensure that any public-facing documents derived from this information, including disclosure statements, annual reports, and press releases are also accurate. All records are maintained and kept in compliance with all applicable laws and regulations.

It is our responsibility to report any unrecorded, misrepresented, absent, or falsified entries within Neogen’s bookkeeping that may constitute fraud, embezzlement, theft, or misuse of our assets.

We follow the direction of our Chief Legal & Compliance Officer regarding any holds on information and will not discard, delete, or destroy any records that may be related to potential litigation.

### Insider Trading

As a publically traded company, we are required to comply with federal and state securities laws, and the consequences of failing to do so can be severe.

Every member of Neogen, its subsidiaries, partners, and joint ventures who is aware of material non-public information — from directors to officers, our employees and colleagues, and third parties with whom we work — has a legal obligation to never:

- Buy or sell in securities of the company while in possession of material non-public information
- Engage in action to take personal advantage of material non-public information
- Disclose any non-public information to anyone outside Neogen, including family members and friends

Material non-public information includes any information that an investor would consider noteworthy or important when making the decision to buy, sell, or hold stock. This can include earnings, potential acquisitions, business decisions, and new products. If you have any questions, please contact Legal & Compliance or the Chief Financial Officer

Learn more: [Insider Trading Policy](#)

### **Anti-Bribery and Anti-Corruption**

At Neogen, we are committed to fair business practices.

We do not offer or accept bribes or kickbacks, facilitation or “grease” payments (unofficial payments to a government official to secure or expedite a nondiscretionary governmental action), or any other improper payments. Our business practices and interactions with government officials must comply with all applicable laws.

It is our responsibility to record every company transaction fairly and ensure that our books, records, and accounts are accurate.

Failing to report a bribe or other illegal payment can, itself, be a violation of our Code of Business Conduct & Ethics.

Learn more: [Anti-Corruption and Anti-Bribery Policy](#)

### **Gifts and Entertainment**

While the occasional nominal gift or offer of entertainment may be considered normal aspects of doing business, it is important to be aware of what is acceptable without crossing the line.

It is our responsibility to never give or accept gifts that may compromise Neogen’s ability to carry out business in an ethical and unbiased manner.

As a rule of thumb, you should never give or accept any loans or gifts of money, goods, or services that will personally benefit you or the company in any way.

Small courtesies, openly given and accepted as part of the usual business practices, such as the occasional business-related meal or promotional items of nominal, de minimus value are acceptable.

Learn more: [Anti-Corruption and Anti-Bribery Policy](#)

### **Protecting Third Party Information**

We protect third-party information in the same way in which we protect our own information.

We honor all agreements to protect sensitive and confidential information and follow all applicable privacy laws. We never share or use such information unless it is necessary for legitimate business purposes.

### **International Trade Control Laws and Sanctions**

We are committed to compliance with all applicable global trade laws and regulations.

You must know and comply with the applicable trade requirements. You must maintain required import, export, and customs records, you must understand the export and sanctions laws and regulations applicable to your activities, and you must ensure compliance with applicable laws.

Any questions or concerns about trade laws, apparent conflicts of laws, or violations should be directed to the Legal & Compliance.

Learn more: [Sanctions Policy](#)

### **Scientific Conduct**

Science is a cornerstone of our business, so it is critical that every step of our research, review, and reporting process is done with rigor, integrity, and accuracy.

We do not tolerate scientific misconduct — including fabrication, falsification, plagiarism, or other practices that deviate from those commonly accepted by the scientific community — when performing research and development, reviewing findings, and reporting results.

It is our responsibility to report our findings to the public in an objective and credible way.

## **Our Responsibility to Neogen**

### **Training and Continued Education**

It is incredibly important that our employees are highly trained and skillful in their positions, because our success is tied to our talented team members. Neogen is committed to developing our employees so that they can deliver exceptional results to our customers and shareholders.

It is our responsibility to provide education and resources that encourage and enable employee growth and enhance their existing skillsets.

As part of our training and development program, we:

- Actively support participation in learning activities and the application of new knowledge and skills on the job;
- Provide professional development in many different, easily accessible ways to accommodate all learning styles; and
- Hold in-house training initiatives to supply valuable knowledge and skills, as well as spark innovation and encourage the sharing of best practices.

### Conflicts of Interest

A conflict of interest can occur when you have an interest that could interfere with your ability to be objective in your actions or decision at Neogen. It is imperative that all members of our staff avoid any conflicts between their personal interests and those of Neogen.

You are expected to proactively avoid situations that create, potentially create, or appear to create a conflict with the best interests of the company.

Though it's not possible to list all situations that could present a conflict of interest, here are some examples:

- Accepting gifts from any organization that does, or is seeking to do, business with Neogen or from any individual who is in a position to influence Neogen's business decisions
- Holding a significant interest in a customer, competitor, or third party that works with Neogen
- Being employed by or sitting on the board of any organization that does, or is seeking to do, business with, or that competes or could compete, with Neogen
- Profiting personally through commissions, loans, expense reimbursements, or other payments from an organization seeking to do business with Neogen
- Usurping a business opportunity of Neogen's or that you learned of from your relationship with Neogen
- Having family members who are involved in any of the above situations

Neogen encourages you to be an active member of the community, but some board of director, political, and speaking engagements can create a potential conflict of interest.

If you are unsure about whether a particular scenario creates an actual or apparent conflict of interest, you should discuss it with your manager, Human Resources, or Legal & Compliance. If you suspect any actual or potential conflicts of interest between you and Neogen, it is your responsibility to report this information immediately.

Learn more: [Conflict of Interest Policy](#)

### Intellectual Property, Confidential, and Proprietary Information

We know that what sets us apart from our peers is the intellectual property behind our products, people, processes, and services. Because of this, it is absolutely essential that we exercise the utmost confidentiality surrounding this information.

You should never share your Neogen technology or passwords with people outside of the organization, including friends and family.

Confidential information should only be disclosed for legitimate business purposes, and the handling, distribution, and destruction of this information should be exercised with the utmost care. Confidential information should be properly marked and should never be shared with third parties without appropriate authorization and any required confidentiality agreements. Further, care must be taken to ensure that confidential information is not discussed in public places where others may overhear, such as airports or hotel lobbies.

Confidential and proprietary information includes:

- Business or strategic plans, including potential acquisitions, divestitures, and investments
- Trade secrets

- Financial information, including sales and profit figures
- Product research, design, and development data
- New product and marketing plans
- Operations and manufacturing processes
- Pricing information and strategies
- Customer and supplier lists
- Third-party and vendor information

If you have any doubts or concerns, please discuss them with your manager, Human Resources, or Legal & Compliance. We expect each member of our team to protect our confidential and proprietary information, both during and after their time with Neogen.

### Use of Company Assets

We all have the responsibility to properly use and care for Neogen assets, which broadly includes Neogen computers, property, time, and services.

Neogen property and our internal email and messaging system are never to be used to display or send discriminatory or harassing materials. This includes displaying explicit images or messages and sending messages that could be considered harassment, bullying, or disparagement.

Neogen computers, software, and voice messaging systems are company property for business use, and their use can be monitored. Employees should have no expectation of privacy when using these assets.

### Travel

We are responsible for creating a positive and professional environment at all times, including when traveling on behalf of Neogen.

When traveling on business, you are responsible for representing Neogen in a professional manner and conducting yourself in a way that is always in line with all company guidelines.

You are expected to exercise restraint and good judgment when incurring expenses, including air travel, hotels, motels, meals cab fare, rental vehicles, or gas and car mileage for personal vehicles. All expenses should be submitted to your manager or through reporting software in a timely manner, with receipts included.

For specific guidelines and requirements, please contact the Corporate Travel Department at [travel@neogen.com](mailto:travel@neogen.com).

### Social Media

We respect the right of our Neogen colleagues to keep a personal blog and to participate in social networking through sites like Facebook, Twitter, and LinkedIn. However, we do ask that you use your best judgment before posting or commenting, keeping in mind the permanence of things posted on the Internet. Further, you should:

- Not post on a blog, web page, or social media site when at work or using work equipment;
- Not post or allude to confidential or proprietary information;
- Clearly state that your opinions are your own and do not reflect those of Neogen;
- Never issue any statements on behalf of Neogen unless permitted to do so;
- Never posts statements or images that are discriminatory, obscene, defamatory, libelous, violent, or a violation of intellectual property rights.

### Speaking to the Media

We need clear and consistent external messaging that is aligned with our values and corporate strategy. It is important that only authorized individuals speak publicly on Neogen's behalf.

We defer all media inquiries directly to our Chief Human Resources Officer and/or the Chief Legal & Compliance Officer. If you receive a media inquiry, say "no comment" and refer the reporter to our designated media contacts.

If you wish to write an article, paper, give a speech, or other public-facing statements on behalf of Neogen, you must first obtain the

approval of your supervisor. Any such materials and messaging must be approved.

## Our Responsibility to Our World

### Serving Our Communities

As a company that got its start through community support, it is very important that we give back to and enrich the communities in which we operate.

We have made it our mission to positively impact the communities we live in through company and employee investment of time, talent, and funding. It is our vision that Neogen be known for what we achieve in the communities in which we do business.

In our commitment to behaving ethically and contributing to our communities and economic development, we have focused our efforts on the areas of agriculture, youth development, hunger reduction, sustainability, and social equality.

We actively volunteer at and donate to local food banks, community gardens, and community centers, and we take on local leadership roles.

We also make it a priority to partner with organizations that create meaningful change, both within our communities and within the agricultural industry. Neogen also has working partnerships with universities worldwide.

### Human Rights

Neogen is dedicated to respecting people, animals, and communities around the world.

We have a responsibility to respect and protect human rights.

We respect human rights at every step of our supply chain and are committed to eliminating abuses such as child labor, slavery, human trafficking, and forced labor. We practice responsible sourcing and provide safe, healthy working conditions.

We all are obligated to support these efforts by:

- Reporting any evidence or suspicion of human rights violations by Neogen or our partners,
- Promoting diversity and inclusion through our daily interactions with our colleagues, suppliers, and customers,
- Accommodating disabilities, and
- Protecting the rights and dignity of all those with whom we do business.

Learn more: [Global Human Rights Policy and Modern Slavery Statement](#)

### Environmental Sustainability

As a partner in the agricultural community, enabling the protection of animals and the global food supply, we recognize the necessity to use the world's resources carefully and sustainably.

Our products and services enable our customers to be more efficient and reduce waste. We continuously strive to reduce our impact on the environment by reducing waste and using less energy.

In our approach to sustainability we:

- Strive to eliminate or minimize the production of pollutants;
- Endeavor to minimize the amount of materials used in our products and packaging and maximize recyclability;
- Minimize waste in our manufacturing processes and recycle production components;
- Dispose of waste in ways that are approved by environmental agencies and minimize environmental impact; and
- Provide solutions for the control of harmful microbes, pests, and diseases enabling reduced waste, loss, and use of antibiotics.

We take our role in protecting the environment seriously, and we ask that our colleagues, suppliers, and partners seek ways to make Neogen's products, services, and operations more efficient and sustainable. We ask that you help us protect the health and safety of our communities by reporting any concerns.

Learn more: [Sustainability Statement](#)

### Political Activity

We encourage our colleagues to participate in the political process.

You are welcome to support political causes and candidates on your own time and at your own expense. When participating in the political process, remember:

- Make it clear that your statements and opinions are your own and not those of Neogen
- Do not participate in any campaigns that are a conflict of interest to your role at Neogen
- Never solicit campaign contributions, pressure, or attempt to influence or sway colleagues
- Follow all anti-bribery and anti-corruption policies when interacting with government officials and political candidates
- Never make donations on behalf of the company unless explicitly authorized to do so

## Accountability

Neogen takes the standards set forth in this Code of Business Conduct & Ethics very seriously.

Each of us is responsible for reading, acknowledging, and adhering to the values and principles represented here. We are proud to operate with an open-door policy — please do not hesitate to approach any member of the Leadership Team with questions.

If you see or suspect any behavior that is in violation of company policy, please report it to your direct supervisor, manager, Human Resources representative, Legal & Compliance, or use our anonymous reporting platforms.

## Waiver

Compliance with this Code of Business Conduct & Ethics is mandatory.

Waivers may be granted only by the CEO and Chief Legal & Compliance Officer, or the Board of Directors in the case of executive officers or directors.

## Information and Resources

President & Chief Executive Officer

Mike Nassif

[mnassif@neogen.com](mailto:mnassif@neogen.com)

Chief Human Resources Officer

Kevin Burke

[kburke@neogen.com](mailto:kburke@neogen.com)

Chief Legal & Compliance Officer and Board Secretary

Jennifer Evans Stacey

[JEvansStacey@neogen.com](mailto:JEvansStacey@neogen.com)

Reporting Resources

- Discuss with your manager or any member of management
- Discuss with Human Resources
- Contact Legal & Compliance at [LegalCompliance@neogen.com](mailto:LegalCompliance@neogen.com)
- Use our anonymous reporting tool:
  - Go to [www.reportit.com](http://www.reportit.com) from any mobile device and use report it code NEOGEN
  - Or; from the US:
    - Text NEOGEN to 63975
    - Dial 1.877.700.7020
  - Or; from outside the US:
    - Dial 1.877.778.5461