



Inverness Technologies Standard of Ethics and Conduct

Inverness Technologies Company is committed to the highest standards of business ethics. All suppliers, consultants and contractors doing business with Inverness agree to deliver the services in a manner consistent with this commitment. Accordingly, each such supplier, consultant and contractor shall ensure that any member of its workforce (including employees, suppliers, agents, etc.) involved in the performance of services for or on behalf of Inverness is aware of and complies with this Code of Conduct.

Compliance with Laws, Rules and Regulations

Employees must comply with all laws, rules and government regulations applicable to Inverness wherever it does business.

Equal Opportunity

Unlawful discrimination in the workplace is prohibited. Employees must not in the conduct of business discriminate on the basis of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age or any other protected status.

Work Environment

Harassment in the workplace is prohibited. Such harassment includes offensive verbal, physical, or visual behavior and actions directed toward an individual, based upon the individual's gender, color, race, ancestry, religion, national origin, age, physical or mental disability, sexual orientation, gender identity/expression or other protected status.

All forms of sexual harassment are unacceptable. This includes unwelcome sexual advances, requests for sexual favors or the physical or computer image display of sexually-explicit posters, pictures, cartoons or drawings and other verbal or physical conduct of a sexual nature.

Conflicts of Interest

General. Employees must not engage in any activities that would present a conflict of interest related to Inverness.

Business Gifts and Entertainment. Employees may not provide or receive business amenities (gifts, meals, services, entertainment, or anything else of value) when doing so may create the appearance of impropriety or undue influence. This restriction applies to amenities given to or received from representatives of Inverness, or its current or potential customers, suppliers, other business partners and competitors.

Use of Inverness Resources

Any use of Inverness assets, resources, or equipment, including the company's computers and information systems, must be solely for Inverness business purposes and must be consistent with all Inverness policies and guidelines.



Employees may not use any Inverness resource in violation of the law and must not allow others, including friends and family, to use Inverness resources for any purpose. Inverness resources may not be used to create, transmit, store, copy or display messages, images or materials that are: for personal gain; solicitations; chain letters; or messages, images or materials that Inverness deems to be threatening, pornographic, sexually explicit, harassing or demeaning to any person or group.

Inverness may, as allowed by applicable local laws, access and inspect all Inverness resources that employees may use for personal activity, including Inverness computers, servers and systems, telephones, voicemail systems, desks, lockers, cabinets, vehicles and other equipment belonging to Inverness. For reasons related to safety, supervision, security and other concerns, Inverness may inspect persons and property on Inverness premises at any time and without notice, subject to applicable local laws. Employees should not have any expectation of personal privacy in any messages or records created, transmitted or stored via Inverness systems. Inverness owns all business emails, voicemails and any other non-personal data of any kind stored on or transmitted by Inverness equipment. Inverness has the right to access or retrieve such data at any time.

Anti-Corruption

Employees must not use bribes, kickbacks or other corrupt practices and must comply with all ethical standards and applicable law in every country in which Inverness does business.

Anti-bribery. Employees may not directly or indirectly bribe or improperly influence any federal, provincial, state or local governmental employee in any country. The U.S. Foreign Corrupt Practices Act ("FCPA") prohibits any payment or gift to government officials, political parties, or candidates for office outside of the U.S. for the purpose of winning or keeping business. The FCPA covers the actions of Inverness.

Finder Fees. Employees may not enter any commission or fee arrangements except under written agreements with bona fide commercial distributors, sales representatives, agents or consultants. Records. All payments made on behalf of Inverness must be properly documented.

Privacy

Employees must follow Inverness privacy policies and data protection practices in using online and offline systems, processes, products and services that involve the use, storage or transmission of any personally identifiable data from Inverness customers, business partners, employees and other individuals. Personal information includes data related to a person who can be identified or located by that data.

Additional Principles

The principles described above are not all-inclusive. Any conduct that could call into question Inverness's commitment to the highest standards of business ethics is prohibited. Employees with questions concerning this Code of Conduct must contact HR Department

Reporting Violations



Employee are expected to report any conduct that they believe in good faith to be inconsistent with this Code of Conduct or with the law. Reports should be made to a member of Inverness management or the HR Department. Inverness will not retaliate, nor tolerate retaliation committed by others, against those who report in good faith suspected violations of this Code or other wrongdoing.

- Email: hr@invernesstechnologies.com