

Supplier Integrity Commitment

At Meridian, all business activities are based on and guided by our Mission, Vision, and Values. Our products impact people's lives and health; therefore, we hold ourselves and all our Suppliers to the highest ethical standards. To that end, we ask all of our Suppliers to acknowledge and adhere to the principles set forth in this Supplier Integrity Commitment.

The Meridian Supplier Integrity Commitment establishes certain non-negotiable minimum standards we require our Suppliers, their employees, agents, and subcontractors (the "Supplier"), to respect and to adhere to at all times when conducting business. It is the Supplier's responsibility to educate its employees, agents, and subcontractors accordingly.

Any and all existing and future Supplier agreements and business relationships will be subject to the Meridian Supplier Integrity Commitment.

The Meridian Supplier Integrity Commitment covers the following areas:

- [Compliance with Laws, Business Integrity, Ethics, and Export Controls](#)
- [Intellectual Property, Confidentiality, and Privacy](#)
- [Product Quality and Safety](#)
- [Non-Discrimination, Diversity, and Inclusion](#)
- [Human Rights and Labor](#)
- [Health and Safety](#)
- [Environment](#)
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We carefully monitor adherence to the Supplier Integrity Commitment and its principles as key criterion in selection and evaluation of our Suppliers. In the event that we become aware of any actions or conditions not in compliance with the Supplier Integrity Commitment, we reserve the right to request corrective actions and the right to terminate any agreement with a Supplier who is not in compliance.

Compliance With Laws, Business Integrity, Ethics, and Export Controls

Suppliers must comply with all applicable laws and regulations, including all applicable import and export controls, sanctions, and other trade compliance laws of the United States and laws of all applicable countries where transactions occur. Supplier shall notify us immediately in writing if it discovers any violation or condition which may cause the imminent violation of any applicable laws and/or regulations.

Meridian conducts our business with high ethical standards and in full compliance with applicable anti-corruption laws including the U.S. Foreign Corrupt Practices Act and all federal, state, and local anti-corruption and ethics laws in every country in which we do business. We also require our Suppliers to conduct their business in an ethical manner and act with integrity.



We believe that a strong stance against bribery and corruption supports our core values and enables us to achieve our business objectives. We have zero tolerance for bribery and corruption and are committed to acting ethically, professionally, fairly, and with integrity in all business dealings and relationships. In all its activities, the Supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in an effort to obtain or retain a business or other advantage from a Third Party, whether public or private. The Supplier also must not accept any such advantage in return for any preferential treatment of a Third Party. This policy applies with equal force to all persons working with, for, or on behalf of Meridian in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners such as distributors, material manufacturers, customs brokers, and other Suppliers.

Suppliers must prohibit their employees and representatives from having any involvement in breaching any applicable laws and regulations that protect free and fair competition.

As a global company headquartered in the U.S., Meridian is subject to, and complies with, U.S. and other global laws relating to exports, imports, sanctions, and embargoes. Export and import laws are designed to control the export of certain products and technical data from one country or person to another, to accurately declare the value of products, and to properly document exports and imports. Sanctions and embargoes prevent the use of Meridian's products or assets in criminal activity and terrorism. Meridian's Global Trade Controls team is responsible for confirming that the country, company, or person ordering our products is not on any government list which restricts such sales, and that the products can indeed be sold outside of the U.S. or other countries where Meridian operates. Meridian will not export to any country, company, or person in violation of the laws of the exporting and importing countries. All applicable laws must be respected even if it means turning away business.

Intellectual Property, Confidentiality, and Privacy

All Suppliers shall respect valid intellectual property rights. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights. Suppliers shall ensure that all trade secrets and other sensitive business-related data or information of Meridian or its business partners are kept confidential at all times. Suppliers will safeguard and make only proper use of confidential information to ensure that company, worker, and patient privacy rights are protected.

Product Quality and Safety

All products and services delivered by the Supplier must meet the quality and safety standards required by applicable law as well as required by any definitive Agreement with any Supplier.

Non-Discrimination, Diversity, and Inclusion

We are committed to diversity and inclusion, and we ask our Suppliers to align with this commitment as well. The Supplier shall maintain a policy that conforms to the applicable laws prohibiting discrimination in hiring and employment practices on the grounds of race, color, religion, sex, age, physical ability, national origin, or any other protected status.



Meridian is an equal opportunity employer and a federal contractor or subcontractor. Consequently, Suppliers agree that, as applicable, they will abide by all applicable laws prohibiting discrimination in hiring and employment practices. More specifically, Supplier shall comply with the requirements of 41 CFR 60-1.4(a), 41 CFR 60-300.5(a), and 41 CFR 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, or national origin. These regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, or disability.

Human Rights and Labor

Suppliers must fully support the protection of internationally proclaimed human rights and treat workers with dignity and respect, free of discrimination and harassment. Suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor, human trafficking, or sex trafficking, as those terms are used in the U.S. laws, California Transparency in Supply Chains Act of 2010, California Civil Code, Section 1714.43, the U.K. Modern Slavery Act 2015, and FAR 52.222-50, Combating Trafficking in Persons. Suppliers shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse and no threat of any such treatment. Suppliers must not use forced or child labor.

Suppliers must respect employees' rights to join or refrain from organizations. Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Suppliers shall respect the rights of workers as set forth in local laws to associate freely, join or not join labor unions, seek representation, and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment.

Health and Safety

Suppliers must comply with all applicable health and safety laws and regulations and provide a safe and healthy working environment. Suppliers must also have a health and safety organization that defines, implements, and trains their employees with regard to workers' health and protection, process safety, and maintenance and emergency response. Suppliers are required to protect employees from overexposure to chemical, biological, and physical hazards and they must provide access to potable water. In addition, Suppliers' facilities must be constructed and maintained in accordance with the standards set by applicable law.

Environment

Suppliers shall operate in an environmentally responsible and efficient manner with the aim to minimize adverse impacts on the environment. Suppliers should be committed to conserving natural resources, reducing their carbon footprint, and minimizing use of hazardous materials. Suppliers shall comply with



all applicable environmental laws and regulations and shall obtain and maintain all required environmental authorizations and permits. Additionally, Suppliers shall have systems in place to ensure safe handling and disposal of waste, air emissions, and wastewater discharges and to prevent and mitigate accidental spills and releases to the environment.

Conflict Minerals

Meridian supports responsible sourcing practices, which includes compliance with the Conflict Minerals provision of the Dodd-Frank Act. As a result, Suppliers shall design and implement reasonable processes to ensure all products supplied to Meridian are “DRC Conflict-Free” as defined under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

Competency, Continual Improvement, and Risk Management

Suppliers shall have a training program that achieves an appropriate level of knowledge, skills, and abilities in management and workers to address these expectations. Suppliers are also expected to continually improve by setting performance objectives, executing implementation plans, and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews.

Suppliers shall have mechanisms to determine and manage risks in all areas addressed by this document.

U.S. Government Contracts and Subcontracts

The products purchased from our Suppliers may be used in performance of U.S. government contracts. Meridian is committed to the highest standards of business conduct and ethics in obtaining and performing U.S. government contracts. We expect the same from our Suppliers when providing us with products and services that may be used in the performance of U.S. government contracts.

Debarment and Suspension

Absent an extraordinary circumstance approved by cognizant U.S. government officials, Meridian will not engage in business activities with individuals or companies that are debarred, suspended, or proposed for debarment or suspension, or otherwise excluded from award of U.S. government contracts. Any Supplier must promptly notify us in writing if it has subsequently become debarred, suspended, or proposed for debarment or suspension.

Flow Down

The Government Contracts Addendum, including the Federal Acquisition Regulation (“FAR”), or applicable FAR supplement clauses set forth therein, will be incorporated by reference into any agreement with our Suppliers or any purchase order that we issue for the acquisition of products and services.