As a leader in the field of biotechnology, Promega is committed to conducting business with the greatest integrity and in a sustainable manner. We strive to advance the principles related to human rights, labor regulations, environmental protection and anti-corruption as stated in the United Nations Global Compact. Promega prefers to align with suppliers that have similar aspirations and expects these principles to be applied and upheld during business activities of suppliers.

**Business Ethics**
*Suppliers shall conduct their business in an ethical manner and act with integrity.*

**Business Integrity and Anti-Corruption**

All corruption, extortion, embezzlement or money laundering of any type are prohibited. Suppliers shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall comply with all applicable anti-trust and fair competition laws. Suppliers shall employ fair business practices, including accurate and truthful advertising. Suppliers shall avoid conflicts of interests whenever possible.

**Identification of Concerns**

All supplier’s workers should be encouraged to report concerns or illegal activities in the workplace, without threat or reprisal, intimidation or harassment. Suppliers shall investigate and take corrective action to the extent needed.

**Privacy**

 Suppliers shall seek to comply with the worldwide best practices and regulations to related collection, retention and use of personal information obtained from customers and employees. Supplier shall safeguard and make only proper use of such confidential information to ensure that company, worker and patient privacy rights are protected.

**Legal and Customer Requirements**

 Suppliers shall identify and comply with applicable laws, regulations, standards and relevant customer requirements.

**Animal Welfare**

 Suppliers shall comply with animal welfare laws, rules and regulations. Animals shall be treated respectfully, with pain and stress minimized. Alternatives should be used wherever scientifically valid and acceptable to regulators.

**Conflict Materials**

 Suppliers shall avoid the sourcing of conflict minerals (Tantalum, Tin, Tungsten, and Gold) from the Democratic Republic of Congo and surrounding countries.

**Human Rights**

 Suppliers shall support and respect the protection of internationally proclaimed human rights and ensure that they are not complicit in any form of human rights abuses.
Labor

Suppliers shall be committed to uphold the human rights of workers and to treat them with dignity and respect. The labor elements include:

Freely Chosen Employment

Suppliers shall seek elimination of all forms of forced, bonded, indentured and compulsory labor.

Child Labor

Suppliers shall not use child labor in operations by complying with legal minimum working age, but not less than 14 years old. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country’s legal age for employment and/or the age established for completing compulsory education. Suppliers shall prohibit children from engaging in work activities that are prohibited under applicable laws, rules or regulations.

Discrimination

Suppliers shall provide a workplace free of discrimination. Suppliers shall eliminate any form of discrimination in respect of employment and occupation based on race, religion, color, sex, age, marital status, veteran status, ancestry, national origin, political affiliation, medical condition, disability, sexual orientation or any other reason prohibited by law.

Fair Treatment

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 of workers and no threat of any such treatment.

Fair Compensation

Suppliers shall pay all employees reasonably and in compliance with applicable wage laws, including minimum wages, overtime hours and mandated benefit laws.

Freedom of Association

Suppliers shall respect the rights of workers to associate freely, join or not join labor unions, seek representation and join worker’s councils. Employees should be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Health and Safety

Suppliers shall provide a safe and healthy working environment. The health and safety elements include:

Employee Protection

Suppliers shall comply with all health and safety laws, rules and regulations. Supplier shall protect workers from exposure to chemical, biological, and physical hazards in the workplace. Suppliers shall provide appropriate hearing protection, gloves, masks, and other protective garments appropriate for the type of work performed. Suppliers shall ensure that employees receive proper Health and Safety training and procedures exist to reduce risks. Safety information relating to hazardous materials shall be available to educate, train and protect workers from hazards.
Process Safety
Suppliers shall have programs in place to prevent or mitigate catastrophic releases of chemicals.

Emergency Preparedness and Response
Suppliers shall identify and assess emergency situations that could affect the workplace and have appropriate processes and training in place to minimize adverse consequences.

Communication of Safety Data
Suppliers shall provide material safety data sheets to Promega as well as other safety data that local laws require.

Environment Responsibility
*Suppliers shall operate in an environmentally responsible manner and minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.*

Environmental Compliance and Authorizations
Supplier shall comply with all applicable laws and regulations regarding environmental requirements or discharge limits. Suppliers shall have obtained all required environmental permits, licenses or authorizations and follow all their operational and reporting requirements.

Manage and Reduce Environmental Impacts
Suppliers shall track and strive to reduce environmental impacts from business operations (including, but not limited to air emissions, energy/water consumption, waste/recycling, handling of hazardous materials, business travel, and inbound/outbound distribution) and undertake initiatives to promote greater environmental responsibility.

Spills and Discharge
Suppliers shall ensure that systems and precautions are in place to prevent the accidental discharge of a hazardous or controlled substance into the environment.

Environmental Preferable Products
Suppliers shall encourage the development and diffusion of environmentally friendly technologies.

Optimize Packaging
Suppliers shall minimize and optimize packaging materials to reduce overall material consumption and use renewable and recycled materials where possible.