

Anti-Trafficking and Modern Slavery Commitment

Modern Slavery Statement

Meridian Bioscience, Inc., together with its global subsidiaries (collectively, “Meridian”) does not tolerate or condone modern slavery in any form, including, but not limited to, forced labor, child labor, indentured servitude, and/or human trafficking (collectively, “Modern Slavery”). Through Meridian’s policies and procedures, Meridian is committed to ensuring that there is no Modern Slavery in its business or supply chain. Meridian will comply with all applicable laws and regulations concerning the identification and prevention of Modern Slavery.

Supply Chain, Certification and Auditing

Meridian expects its business partners to comply with all applicable laws regarding Modern Slavery. Meridian will require its business partners to periodically certify their compliance with such laws in writing, where applicable. Meridian may also conduct periodic audits of its supply chain to ensure compliance with this Commitment, and may take corrective actions, as necessary, based on any audit findings.

Employment Standards

Meridian will maintain the following standard employment practices, globally, to combat Modern Slavery:

- All employees must be provided with all legally required information regarding their employment conditions, wages, benefits and statutory rights when they commence their employment.
- Meridian will only employ individuals with a legal right to work in the hiring country. Meridian will never keep an Employee’s original documents demonstrating their legal right to work.
- Wages, benefits and working hours must meet, at a minimum, all applicable legal requirements and collective agreements.
- Working conditions will be safe and hygienic, and reasonable steps will be taken to prevent accidents and injury.

Violations

Any employee who violates this Commitment or who engages in, supports or conceals Modern Slavery will be subject to disciplinary action, up to and including termination of employment.

Meridian may also terminate its business relationship with any third-party individuals and/or organizations who violate this Commitment or who engage in Modern Slavery.

Reporting Concerns

Anyone should immediately report any suspected violations of this Commitment or potential or actual incidents of Modern Slavery. All reports and concerns will be taken seriously and promptly investigated.

Employees should report concerns to a supervisor, manager, or other member of the leadership team, a member of the Human Resources Team, the [Legal and Compliance Team](#), or directly to the General Counsel and Chief Compliance Officer.

In addition, anyone, including employees, Meridian business partners and members of the general public, can make anonymous reports using Meridian’s EthicsPoint helpline, available at www.meridianbioscience.ethicspoint.com or via phone: **toll-free, 24 hours/day — 7 days a week at 844-246-9963**. International EthicsPoint phone numbers can be found on the reporting website.

Meridian does not tolerate any form of retaliation. Meridian prohibits any form of discipline, reprisal, intimidation, or retaliation for raising concerns in good faith. Persons committing a retaliatory act will be subject to disciplinary action up to and including termination of employment.