

The image shows the exterior of a building with a large, light-colored sign. The sign features the company name "Precision BioLogic" in a stylized font. "Precision" is in black, and "BioLogic" is in purple. The building has large glass windows reflecting the sky and trees. A tree with reddish-purple leaves is in the foreground on the left.

Precision BioLogic

Code of Conduct

At **Precision BioLogic**, we are committed to upholding the highest ethical standards in all aspects of our operations. Our **Code of Conduct** establishes the principles and expectations for our employees, partners, and stakeholders. It outlines our commitment to ethical business practices, integrity, and accountability, serving as a guide for ensuring alignment with our core values and regulatory standards. Compliance with our Code of Conduct is mandatory for all stakeholders.

Core Values

We adhere to the following fundamental values:

Respect: We aim to exceed customer expectations, and we **respect** the efforts everyone puts into achieving this goal.

Accountability: We hold each other and ourselves **accountable** for our actions.

Cooperation: We **cooperate** by doing our part and allowing others to do theirs.

Collaboration: We **pool resources** and share information to achieve a common goal.

Compassion: We are **empathetic** to the challenges of others and are always willing to support them.

These values shape our interactions, guide our decision-making, and ensure long-term sustainability.





Doing Business with us

Precision BioLogic believes in **innovation through collaboration**. Our business model encourages collaboration not just with our colleagues but also with our customers and partners as we strive to provide innovative solutions that improve quality of life.

Our operational strategies focus on research-driven innovation, strategic partnerships, and a strong ethical sales approach.

Doing Business with us

Integrity and Honesty

We maintain ethical conduct in all business relationships, ensuring honesty in our communications and transactions.

Respect for Others

We expect all employees and stakeholders to treat each other with dignity, fostering a collaborative and inclusive work environment.

Fair Selling and Marketing

We engage in transparent, honest, and non-deceptive marketing practices, ensuring compliance with fair competition laws and regulatory agencies.

Anti-Trust and Competition Compliance

We comply with anti-trust laws and ensure fair business practices.

Confidentiality and Intellectual Property

All employees and partners must protect proprietary and sensitive information, safeguarding trade secrets and research data in accordance with GDPR, HIPAA, and other relevant laws.

Compliance with Laws and Regulations

Employees must adhere to all local, national, and international laws governing our products, including but not limited to:

- FDA (U.S.), EMA (Europe), and other regulatory requirements
- ISO 13485 Quality Management Systems for Medical Devices
- Good Manufacturing Practices (GMP)
- Health and safety legislation
- Anti-bribery & anti-corruption laws (e.g., FCPA, UK Bribery Act)

Doing Business with us

Corruption & Bribery Prevention

Precision BioLogic maintains a zero-tolerance policy for bribery and corruption. We are committed to conducting business in an honest and ethical manner. Our goal is to act professionally, fairly, and with integrity in all our business dealings and relationships, regardless of location. To achieve this, we implement and enforce effective systems to counter bribery. Employees must not offer or accept gifts or payments intended to influence business decisions.

Fair Supplier Treatment

We select suppliers based on ethical criteria, ensuring compliance with fair labor and environmental standards.

Conflicts of Interest

Employees must disclose any potential conflicts, including political affiliations, private financial investments, or personal relationships that may affect business decisions.

Fraud and Money Laundering Prevention

We implement strict measures to detect and prevent fraud and money laundering activities within our operations.

Doing Business with us

Commitment to Quality

Everyone at Precision BioLogic works to identify, develop, monitor and control processes and systems that ensure the quality and reliability of our products and services. We are committed to meeting and exceeding regulatory requirements and customer expectations. We continuously work to improve, using customer feedback and internal reviews as the basis for ensuring that our quality system is effective and that our customers are elated.

Product Integrity and Patient Safety

To ensure product integrity and patient safety, we:

- Develop, manufacture, and distribute IVD products that meet the highest standards of accuracy and reliability;
- Report and address any potential product defects or safety concerns immediately;
- Follow all clinical testing and validation protocols before product release.

Ethical Business Practices

Fair Competition: Compete fairly and avoid deceptive or unethical marketing practices.

Conflict of Interest: Disclose and avoid any personal or financial conflicts of interest.

Bribery & Corruption: Do not offer or accept bribes, kickbacks, or other improper payments.

Data Privacy: Protect patient, customer, and company data in accordance with GDPR, HIPAA, and other relevant laws.



Working with us

Precision BioLogic believes that employees are crucial to our success. We strive to provide a fair, safe, and inclusive environment that empowers employee performance.

Working with us

Diversity, Equity, and Inclusion

We are committed to fostering a diverse workforce and an inclusive workplace that values different perspectives, backgrounds, and experiences.

Precision BioLogic prohibits discrimination and harassment based on age, ethnicity, gender, sexual orientation, religion, disability, or political opinion.

Harassment and Bullying Prevention

We do not tolerate harassment or bullying in any form. Violations will be addressed through our internal disciplinary process.

Equal Opportunity and Fair Working Conditions

Employment decisions are based on merit, and we ensure fair treatment in hiring, promotion, and termination practices.

Compensation/Remuneration System

Compensation is based on market standards, experience, and performance, ensuring fairness and transparency.

Work-Life Balance

We provide competitive compensation, recognize achievements, and support work-life balance through flexible work arrangements where possible.

Working with us

Health and Safety

Ensuring a safe and healthy work environment is a priority. We adhere to strict safety protocols to prevent workplace injuries and health risks.

Alcohol and Drug Policy

We prohibit workplace drug and alcohol abuse and offer support programs for affected employees.

Data Privacy

Employee and customer data is handled with the utmost confidentiality and in compliance with privacy laws.

Representation at Events and Business Travel

Employees must adhere to ethical guidelines regarding business-related events, expenses, and travel sustainability.

Responsible Use of Company Assets

Company resources, including financial, technical, and material assets, must be used responsibly and for legitimate business purposes.

External Communications

Official communications should align with our brand and corporate values. Media inquiries should be referred to authorized representatives.



Championing Sustainability

Precision BioLogic is committed to sustainability. We integrate environmental, social, and economic sustainability into our business operations.

Championing Sustainability

Governance and Sustainability Management

We establish clear goals, policies, and management systems to monitor and improve our sustainability efforts.

Environmental Responsibility

We minimize our environmental impact through sustainable production, waste management, and carbon reduction strategies.

Social & Economic Sustainability

We promote ethical labor practices, human rights, and fair tax policies to contribute positively to society.

Compliance with International Frameworks

We align with global sustainability standards such as the UN Global Compact and OECD Guidelines for Multinational Enterprises.

Ethical Treatment of Animals

We uphold humane treatment of animals in research and supply chains, adhering to ethical sourcing and minimizing animal testing.

Upholding our Code

Application to Employees and Stakeholders

This code applies to all employees, suppliers, and business partners. It is included in contracts and agreements.

Compliance Monitoring

Regular audits and evaluations ensure adherence to this code, with corrective actions taken when necessary.

Responsibility for Monitoring

Employees can report violations confidentially through our whistleblower system. Violations will be investigated and addressed appropriately. Senior management and compliance officers oversee the implementation and enforcement of this code.

Handling Violations

Violations may be reported through our [whistleblower system](#), ensuring confidentiality and protection from retaliation.

Training and Education

All employees receive ongoing training on ethical standards, compliance, and sustainability practices.

Legal Compliance

Employees and stakeholders must adhere to all applicable local, national, and international laws and industry regulations. Failure to comply may result in disciplinary action, including termination of employment or business relationships.

Precision BioLogic is committed to upholding the highest standards of ethical conduct, ensuring a responsible, inclusive, and sustainable business environment. By adhering to this Code of Conduct, we collectively contribute to a fair and transparent corporate culture.