

EHS POLICY

This document outlines Neogen Corporation's Environmental, Health, and Safety (EHS) Policy, emphasizing our commitment to maintaining a safe, healthy, and environmentally responsible workplace for employees, contractors, customers, and surrounding communities. It establishes the minimum EHS standards applicable across all Neogen facilities and personnel, aiming to integrate safety and environmental stewardship into all aspects of operations and decision-making. **To meet this responsibility, we will lead through:**

Core Values

We regard safety as a core value, integrating EHS principles and Life Savings Principles (LSPs) into its operational practices. Neogen commits to complying with all relevant environmental, health, and safety laws and regulations, as well as other subscribed requirements. Pollution prevention and active minimization of environmental impacts are key focus areas.

Preventative and Continuous Improvement Measures

We emphasize the use of leading indicators to anticipate and prevent workplace injuries and environmental incidents. Neogen pursues continuous improvement by setting objectives, evaluating results, and embedding sustainable practices into daily operations. It also commits to preventing work-related injuries and ill-health by eliminating hazards and reducing risks through a hierarchy of controls.

Safety Procedures and Communication

Strict compliance with all safety procedures, operational processes, and the safe handling and disposal of chemicals and hazardous materials is mandated. Neogen ensures that these standards are effectively communicated, clearly understood, and consistently implemented at all organizational levels, making procedures accessible to all relevant stakeholders.

Culture and Employee Engagement

We foster a culture where all individuals feel empowered to raise concerns related to unsafe environmental or workplace conditions, practices, or potential hazards. The company partners with employees to encourage full participation in hazard identification, reporting unsafe conditions, pollution prevention, and supporting improvements in EHS performance.

Commitment to Excellence

We are dedicated to protecting employees, communities, and the environment through robust EHS practices. The organization aspires to be the safest workplace globally by embedding safety, health, and environmental stewardship into every facet of its operations. Responsibility and accountability for upholding these principles are shared by all employees, who are expected to ensure compliance, proactively manage risks, and reinforce a culture of operational excellence.

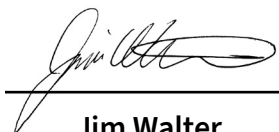
This policy represents Neogen's formal commitment to these principles.



Mike Nassif
Chief Executive Officer



Mike Gretchen
Senior Director
of Global EHS &
Security Operations



Jim Walter
Senior Vice President
of Manufacturing and
Operations



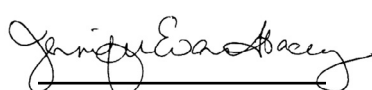
Kevin Burke
Senior Vice President &
Chief Human
Resources Officer



Bryan Riggsbee
Senior Vice President &
Chief Financial Officer



Joe Freels
Senior Vice President &
Chief Commercial Officer



Jennifer Evans Stacey
Senior Vice President &
Chief Legal and
Compliance Officer



Jeremy Yarwood
Chief Scientific Officer



Tammi Ranalli
Senior Vice President &
General Manager -
Global Food Safety



Greg Hastings
Vice President &
General Manager -
Animal Health