



NEOGEN CORPORATION GLOBAL HUMAN RIGHTS POLICY

At Neogen, we are committed to being responsible members of the communities in which we live and work around the globe. We are dedicated to respecting people, animals, and communities worldwide. Neogen's Principles and Values, including the value of acting with integrity, guide us in working toward our Purpose & Promise of "the advancement of human and animal wellbeing through science and technology so we can fuel a brighter future for global food security." Respecting the human rights and dignity of all people and supporting efforts to promote and protect such rights is part of this commitment.

We are committed to providing a workplace that is inclusive and free from discrimination and harassment. We treat all colleagues fairly and equally, fostering a culture that values diversity, open communication, cooperation, and empowerment. Neogen does not tolerate any actions that are violent, threatening, or harassing, including, sexual harassment and bullying.

We will not tolerate the abuse of human rights, and we are committed to implementing policies and procedures designed to identify and mitigate the risk of abuse by our colleagues, our partners, and our supply chain. This policy applies to Neogen and all our colleagues, partners, and our supply chain.

Compliance with Laws. Neogen complies with all applicable employment, labor, and immigration laws and regulations. Neogen is committed to equal employment opportunities and prohibits discrimination and harassment based on race, color, ethnicity, creed, ancestry, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, marital status, pregnancy and related medical conditions, genetic information, military service, medical condition (as defined by federal, state, or local law), mental or physical conditions, veteran status or other legally protected characteristics.

Health & Safety. At Neogen, safety is our priority. We look out for one another to ensure that our colleagues, contractors, and visitors are safe. We believe that all people have the right and responsibility to stop any work they feel may be unsafe and to report such conditions. For more information on our position on health and safety, see the "Health and Safety" section of our [Code of Conduct](#).

Modern Slavery. Neogen has a zero-tolerance policy with respect to all forms of modern slavery, including forced labor, child labor, and human trafficking. Our standard vendor contracts require compliance with all applicable laws, including modern slavery laws. For more information on our position on modern slavery and measures taken to mitigate the risk of modern slavery in our operations and supply chain, see our [Code of Conduct](#), our [Supplier Code of Conduct](#), and our [Neogen Europe Modern Slavery Statement](#).

Reporting & Governance. Every Neogen colleague, director, and partner should comfortably express their observations and concerns. We have zero tolerance for any form of retaliation against colleagues who raise good-faith concerns about actual or potential abuses. You can report any suspected or actual human rights abuses by:

- i. Discussing with your manager or any member of management, discuss with Human Resources at HRHotline@neogen.com,
- ii. Contacting Legal & Compliance at LegalCompliance@neogen.com, or



- iii. Using ReportIt, our anonymous reporting tool, via
 - a. www.reportit.com, code NEOGEN
 - b. Or; from the US:
 - i. Text NEOGEN to 63975
 - ii. Dial 1.877.700.7020
 - c. Or; from outside the US:
 - i. Dial 1.877.778.5461

Our Compliance function is responsible for providing oversight of human rights, including compliance with this policy. Our Governance and Sustainability Committee provides Board oversight for human rights. This policy is reviewed regularly to ensure it meets the evolving needs of our colleagues, customers, and stakeholders.

For more information on our core beliefs and how we expect our colleagues, officers, and directors to commit to these beliefs, see our **Code of Conduct**.