

Bio-Rad

Channel Partner and Consultant Code of Conduct



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Overview



Dear Bio-Rad Channel Partners and Consultants,

At Bio-Rad Laboratories, Inc., our Mission is to provide useful, high-quality products that advance scientific discovery and improve healthcare. The long-term growth of our business is best achieved by responsible business practices. Therefore, we are committed to conducting business in a lawful, ethical, and professional manner, and treating customers, suppliers, employees, Channel Partners and Consultants, government agencies, and the public with respect, honesty, and integrity. We expect the same commitment from our Channel Partners and Consultants.



At Bio-Rad, we also recognize that our Channel Partners and Consultants play an important role in our overall success.

We are considering doing business with you or have chosen to do business with you because we believe that you share our commitment to responsible, ethical, and lawful business practices.

This Channel Partner and Consultant Code of Conduct outlines Bio-Rad's fundamental expectations for its Channel Partners' and Consultants' business conduct. Channel Partners and Consultants are expected to adhere to the ethical principles set forth in this code.

With your help, we can continue to achieve our Mission in the long term.

Thank you.

A handwritten signature in black ink, which appears to read "Norman Schwartz".

Norman Schwartz
President & CEO
Bio-Rad Laboratories, Inc.



Our Mission

To provide useful, high-quality products that advance scientific discovery and improve healthcare.

To Whom Does This Code Apply?

This Code applies to Bio-Rad's Channel Partners and Consultants. A Channel Partner includes any third party who interacts with Bio-Rad customers, government officials, or government entities on Bio-Rad's behalf for sales and marketing purposes. Channel Partners include, for example, distributors, agents, and resellers. Consultants are third parties who, as part of their duties to Bio-Rad, are reasonably expected to engage with Bio-Rad customers, healthcare professionals (HCPs) or healthcare organizations (HCOs), or government officials or government entities. Consultants include entities that provide guidance on sensitive matters, such as law firms, accounting firms, regulatory consultants,

health and safety advisors, and environmental advisors. Consultants also include entities that supply services on behalf of Bio-Rad, such as customs brokers, logistics providers, travel agencies, meeting planners, and recruiting firms.

Our references to Bio-Rad in this Code include Bio-Rad Laboratories, Inc. and its subsidiaries. For purposes of this Code, the term "Bio-Rad" and such terms as "our" and "we" may refer to one or more subsidiaries or departments of Bio-Rad Laboratories, Inc. These terms are used for convenience only and are not intended as a precise designation of any of Bio-Rad's separate subsidiaries or departments.



Expectations

Bio-Rad sets high standards for conducting business ethically and in accordance with applicable laws. We expect the same commitment from our Channel Partners and Consultants.

This Code presents basic principles that we expect our Channel Partners and Consultants to follow. We consider these principles when we select our Channel Partners and Consultants. We also may monitor our Channel Partners and Consultants for compliance with these principles.

Our Channel Partners and Consultants should share this Code with their subcontractors and others with whom they collaborate to provide services for or on behalf of Bio-Rad. We also expect Channel Partners and Consultants to apply these or similar principles to such subcontractors.

Bio-Rad's Core Values

- Innovation
- Involvement
- Independence
- Integrity

At Bio-Rad, our core values form the basis of our success. We believe that the long-term growth of our business is best achieved by responsible business practices. Fundamental to this belief is the understanding that a business must, at a minimum, operate in compliance with applicable laws, rules, and regulations. While law, values, and cultural expectations may differ among the world's many countries, we believe that this Code presents principles that are universal.

Channel Partner and Consultant Requirements

- To adhere to the ethical business principles set forth in this Code
- To integrate, communicate, and apply these principles to their own organization and its employees and to anyone else the Channel Partners and Consultants request to act on Bio-Rad's behalf
- To comply with applicable laws, rules, and regulations
- To institute a program that facilitates compliance with these principles and enables continual improvement

Key Points

These principles are not intended to replace, supersede, or conflict with applicable legal or regulatory requirements or contractual obligations with Bio-Rad. It is up to each Channel Partner and Consultant to determine how to meet and demonstrate compliance with these principles.

We may have audit and inspection rights to verify compliance with this Code and other applicable Bio-Rad policies and procedures, as specified in our contracts with our Channel Partners and Consultants. Periodically during our business relationship, we will request that our Channel Partners and Consultants reconfirm their compliance with these principles. This Code and other applicable Bio-Rad policies and procedures do not create third-party beneficiary rights for any Channel Partner, Consultant, or other third party.

As part of our third-party due diligence process, we may ask potential Channel Partners and Consultants to complete a questionnaire, which we will use to evaluate whether they comply with the principles set forth in this Code. We also may seek additional information, including, for example, an on-site visit, business references, and/or a compliance certification.

Bio-Rad's Evaluation of Channel Partners and Consultants

Bio-Rad carefully selects Channel Partners and Consultants who are committed to compliance with the law and to ethical behavior. We assess potential Channel Partners' and Consultants' qualifications, reputation, reliability, potential risk, and adherence to applicable law. We update this information on a periodic basis. We require Channel Partners and Consultants to commit to respect applicable law and this Code, and we require Channel Partners and Consultants to have the business capacity to meet the requirements of this Code.

We never authorize or allow Channel Partners or Consultants to act improperly on our behalf. We are alert to indicators that Channel Partners or Consultants are behaving improperly, including those reported to the Bio-Rad Integrity Helpline, **www.Bio-RadIntegrityHelpline.com**, and we bring those allegations to the attention of our senior management and our Corporate Compliance Department.



Subcontracting

Bio-Rad does not allow Channel Partners or Consultants to delegate, subcontract, assign, or otherwise transfer any or all of their responsibilities to another party unless Bio-Rad's Legal Department approves the subcontracting arrangement in advance in writing. We also expect Channel Partners and Consultants to have a program to ensure that their subcontractors meet the standards set forth in this Code.

Seeking Prior Approvals

In the Code, you will notice that certain interactions with government entities, government officials, and customers require prior written approval from Bio-Rad. When applying for these approvals you should promptly seek assistance from your local Bio-Rad representative.

Additional Resources

Further guidance on how to meet these expectations may be obtained from your Bio-Rad representative.



Management Systems



Commitment and Accountability

Channel Partners and Consultants shall allocate appropriate resources to comply with the principles set forth in this Code.

Legal and Customer Requirements

Channel Partners and Consultants shall identify and comply with all applicable laws, regulations, and customer requirements and address any deficiencies in a responsible and timely fashion. You must keep Bio-Rad promptly informed of any customer claims of deficiencies regarding your services on our behalf.

Documentation

Channel Partners and Consultants shall maintain documentation necessary to demonstrate compliance with this Code and applicable law and regulations.

Training and Competency

Channel Partners and Consultants shall have training programs for their personnel regarding the principles set forth in this Code, which shall be periodically repeated and updated.



Legal and Ethical Business Practices



Anti-Corruption

Corruption and bribery, in any form, are strictly prohibited. Channel Partners and Consultants may not seek, offer, pay, gift, permit, request, or accept bribes to or from any government official or private enterprise or individual in any country, even if not taking such action might result in Bio-Rad or its Channel Partner or Consultant losing a business opportunity. Bio-Rad has zero tolerance for corruption and bribery, even if such activity is permitted by local law or is seen as an accepted business practice in a particular country or culture.

Channel Partners and Consultants shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate, including but not limited to the U.S. Foreign Corrupt Practices Act, the UK Bribery Act 2010, both the Criminal Law and the Anti-Unfair Competition Law of the People's Republic of China, the U.S. Federal Anti-Kickback Statute, and applicable international anti-corruption conventions and implementing regulations. Any relationship between Channel Partners and Consultants and government officials shall be in strict compliance with the rules and regulations to which they are subject.

Channel Partners and Consultants are prohibited from making payments or providing anything of value to a government official or private enterprise or individual with the intent to obtain or retain business or to gain any other improper advantage, such as a permit, license, or regulatory approval. "Anything of value" includes but is not limited to cash, gifts, grants, donations, discounts, rebates, contracts, employment offers, entertainment, loans, meals, hospitality, travel, and accommodation, or use of materials, equipment, software, or facilities. In addition, Channel Partners and Consultants must not circumvent these standards by using intermediaries to commit acts of bribery or corruption on their behalf. Finally, no gifts or anything of value shall be provided to any government official by you or your employees without determining in advance that the government official is authorized to accept the gift under the laws applicable to the official.

Bio-Rad does not permit so-called "facilitation payments" on Bio-Rad's behalf, even if local laws permit such payments. Facilitation payments are small payments made to a government official or government entity to expedite or secure performance of a routine governmental action that is nondiscretionary and for which a small payment is necessary to get or expedite the requested action, such as obtaining permits, licenses, or other official documents for qualification to conduct specific business.

Q You have almost completed a sales deal with the Ministry of Health. Your contact at the Ministry hints she would appreciate a cash bonus for helping to complete the deal. You consider paying the money from your personal bank account or asking your subcontractor to do it for you. Is either action acceptable?

A No. Corruption and bribery, in any form are strictly prohibited. Bio-Rad does not permit such bonus payments on Bio-Rad's behalf, even if the local law permits such payments. Circumventing the rule by using your own personal funds or by allowing a third party to pay the cash for you does not relieve you of your obligations.



Integrity of Books and Records

Although Bio-Rad is not responsible for the financial books and records of Channel Partners and Consultants, such books and records must be accurate in all material respects, legible, transparent, and reflect actual transactions and payments. Channel Partners and Consultants must keep records of their business dealings with Bio-Rad and shall maintain documentation necessary to demonstrate compliance with this Code and applicable laws and regulations. Channel Partners and Consultants must never falsify records or make misrepresentations about their business practices.

Fair Competition

Channel Partners and Consultants shall conduct business competitively and in full compliance with all applicable antitrust and competition laws and regulations. Channel Partners and Consultants shall not fix prices or rig bids with their competitors. Channel Partners and Consultants shall not allocate customers or markets with their competitors, or exchange current, recent, or future pricing information with their competitors.

Protecting Information

- Channel Partners and Consultants shall protect confidential information, including personal information, collected for or from Bio-Rad or otherwise from customers, and act to prevent the loss, misuse, theft, fraudulent use, improper access to, disclosure, or alteration of this information
- Channel Partners and Consultants requiring the exchange of confidential information with Bio-Rad are required to execute a confidentiality agreement with Bio-Rad in advance
- Unless authorized by Bio-Rad, Channel Partners and Consultants shall not share Bio-Rad's confidential information or other information that they acquire concerning Bio-Rad's business with third parties
- Channel Partners and Consultants shall protect, and be prepared to demonstrate that they have appropriate safeguards to protect personal and other confidential information
- The unauthorized use, disclosure, or loss of Bio-Rad's confidential information must be reported immediately to Bio-Rad using one of the reporting channels set out in the section entitled Reporting Violations and Concerns

Q

Your employee loses his laptop with sales data, Bio-Rad product specifications, and customer data on it. What should you do?

A

You should advise Bio-Rad immediately using one of the reporting channels set out in the section entitled Reporting Violations and Concerns.



Trade Compliance

Many countries regulate international trade transactions — imports, exports, and international financial transactions — for national security and foreign policy purposes. Violations of these trade control laws can lead to significant fines and penalties for Bio-Rad Channel Partners and Consultants and any individuals involved.

International trade controls affect many aspects of Bio-Rad's business, including the movement or transmission of goods, services, and technology across national borders. In the United States, for example, export control laws and regulations require licenses for the export or re-export of goods, software, and technology to certain countries and end users or for certain end uses. They apply broadly to intangible transfers of technology and information (for example, by email or Internet access), including release of certain information to foreign nationals within the United States. U.S. economic sanction laws broadly prohibit most trade or financial transactions involving embargoed countries such as Cuba, Iran, North Korea, Sudan, and Syria, or involving designated terrorists, weapons proliferators, narcotics traffickers, and similar individuals and organizations. U.S. laws also prohibit companies from cooperating with the Arab League boycott of Israel, and customs laws impose numerous requirements on the importation of goods into the United States, as well as shipping and import/export documentation, reporting, and record-keeping requirements.

Channel Partners and Consultants must comply with all applicable import and export controls, sanctions, and other trade compliance laws of the United States and countries where transactions occur. Channel Partners and Consultants must not be on the U.S. Department of the Treasury Specially Designated Nationals and Blocked Persons List (www.treasury.gov), the U.S. Department of Commerce Denied Persons List and related lists of persons of concern (www.bis.doc.gov), or any similar list of excluded, denied, or prohibited entities or persons maintained by government bodies in any country in which Bio-Rad operates. We expect you to confirm periodically that you and any of your subcontractors serving Bio-Rad, and the principals of each, are not on such lists.

Any questions or concerns relating to international trade controls, or known violations of trade controls, should be immediately directed to the reporting channels set out in the section entitled Reporting Violations and Concerns.

Q

I suspect that a Customer may be buying Bio-Rad product and then re-exporting it to a country outside of my territory. Does this matter?

A

Yes, this matters. You are permitted by contract to sell Bio-Rad products only within a defined territory to end users. So selling to someone who may be re-exporting could cause you to breach your contract.

In addition, Channel Partners and Consultants must comply with all applicable import and export controls. If the customer is re-exporting to a country to which Bio-Rad may not directly or indirectly sell product, you risk violating trade laws and causing Bio-Rad to violate trade laws. You should contact this customer immediately and remind him or her of the terms of your sales contract and report this immediately to Bio-Rad.



Conflicts of Interest

Channel Partners and Consultants must avoid transactions with employees of Bio-Rad, customers, or government entities that might conflict, or appear to conflict, with their ability to act objectively in the sale or distribution of Bio-Rad products or provision of services to or on behalf of Bio-Rad. Conflicts of interest may arise in many ways.

For example:

- Channel Partners and Consultants should not employ, offer to employ, or make payments to a Bio-Rad customer or a customer's employee during the course of any transaction on behalf of Bio-Rad
- If a Channel Partner or Consultant's employee is a family relation to a Bio-Rad customer or government official or if a Channel Partner or Consultant has any other relationship with a Bio-Rad customer or government official that might represent a conflict of interest, the Channel Partner and Consultant should disclose this fact to Bio-Rad

In addition, Channel Partners and Consultants should be aware of the following restrictions that apply to Bio-Rad employees:

- Bio-Rad employees may accept meals only if the meal is occasional, modest, and incidental to legitimate business discussions
- Bio-Rad employees may not enter into personal business relationships with Channel Partners and Consultants
- Bio-Rad employees and their immediate family members may not solicit or accept gifts or hospitality from Channel Partners and Consultants, including travel, accommodation, entertainment, cash, or gift cards and any other benefits

Q How do I determine if I have a conflict of interest?

A In any potential conflict of interest situation, ask yourself:

- Could my personal interests interfere with the interests of Bio-Rad?
- Might it appear to Bio-Rad that my personal interests interfere with the interests of Bio-Rad?

Q My spouse works for the Ministry of Finance. Should I tell Bio-Rad?

A Yes, this needs to be disclosed to Bio-Rad. If a Channel Partner or Consultant has a relationship with a Bio-Rad customer or government employee, that relationship might represent a conflict of interest. Once disclosed, you and Bio-Rad can agree on appropriate steps to safeguard you and Bio-Rad from the conflict of interest.

Q Bio-Rad's sales manager is leaving Bio-Rad. You would like to invest in a business with the sales manager.

A You should disclose this to Bio-Rad to ensure that you are not creating a situation that conflicts with your contractual obligations to Bio-Rad.



Marketing and Promotional Practices



Interactions with Healthcare Professionals

Offering, soliciting, paying, or receiving an inducement or reward (in cash or in kind, directly or indirectly) in exchange for the purchase of or recommendation to purchase a product or service reimbursed by a U.S. government healthcare program is prohibited in the United States by the U.S. Federal Anti-Kickback Statute and other state-specific anti-kickback laws. Similar laws exist outside the United States.

It is Bio-Rad's policy to comply with these laws and regulations, including but not limited to those that prohibit offering or giving kickbacks or other improper inducements to healthcare professionals and to require its Channel Partners and Consultants to comply as well. Interactions with other vendors, customers, competitors, collaborators, healthcare professionals, healthcare organizations, patients, and government officials must comply with all applicable anti-kickback and anti-bribery laws. Business must be awarded and earned based solely upon the quality and value of the product or service provided. Any arrangements with healthcare professionals, including providing healthcare professionals with meals, hospitality, travel, and other business courtesies, and regarding payment for speaking opportunities and other services must comply with all applicable laws and regulations, as well as all Bio-Rad policies, procedures, and guidelines.

The interactions described below are high risk and must never be undertaken for an improper purpose or in exchange for past or potential purchases or endorsements of Bio-Rad products or services. The Channel Partner's or Consultant's senior manager or principal should approve such interactions before any commitment is made to the customer, potential customer, or healthcare professional. The approver should also ensure that the interaction, including any required approval, is properly documented.

Gifts

Bio-Rad does not allow Channel Partners or Consultants to offer, pay for, give, or receive gifts on behalf of Bio-Rad.

Q You would like to offer a gift to your customers as a thank you for their business. You would like to include the Bio-Rad logo on the gift. Is this acceptable?

A No. Bio-Rad does not allow Channel Partners or Consultants to offer, pay for, give, or receive gifts on behalf of Bio-Rad.

Q You would like to create an online game to generate excitement about a new Bio-Rad product. You would like to offer a laptop or iPad to each of the winners. Is this acceptable?

A No. Bio-Rad does not allow Channel Partners or Consultants to offer, pay for, give, or receive gifts on behalf of Bio-Rad.



Meals and Entertainment

Meals

Channel Partners and Consultants may pay for or provide meals as a courtesy while acting on behalf of Bio-Rad, as long as the meal meets the following requirements. The meal must be:

- Permitted by applicable law and the rules of the employer of the recipient
- Offered as part of a legitimate business interaction
- Modest
- Infrequent
- Take place in a setting that supports the business purpose of the meeting
- Not connected with an entertainment or recreational event

Channel Partners and Consultants may provide or pay for meals only to those persons who have a legitimate business purpose for attending a meeting and not for the personal guests of the invitees. For example, you may not pay for the meals of family members of your invitee or provide food to an entire office staff if some staff members are not necessary participants in the meeting. In addition, Channel Partners and Consultants or their employees must be present at the meal for the meal to have a business purpose. Finally, those who do business in the United States must remember that U.S federal employees are required to pay for their own business meals.

Entertainment

Bio-Rad does not permit Channel Partners and Consultants to entertain others on behalf of Bio-Rad. Examples of entertainment include social, sporting, recreational, and cultural events, even when these occur as part of an educational or business meeting.

Q You are visiting a customer and would like to take the customer to dinner. The customer asked if he may bring his spouse and two children to dinner. Is this acceptable?

A No. Channel Partners and Consultants may provide or pay for business meals only for those persons who have a legitimate business purpose for meeting, which would exclude the additional family members.

Q You have made arrangements with your customer to pay for the customer's holiday party for the customer's employees. Is this acceptable?

A No. Channel Partners and Consultants may not pay for meals that are not business related. To be business related, the Channel Partner or Consultant must be at the meal to have a business discussion.

Q A customer and I are attending an educational conference. The customer suggested that I pay for his costs to attend a recreational event taking place during the conference so that we could talk about Bio-Rad business. May I do so?

A No. Bio-Rad does not allow Channel Partners or Consultants to offer, pay for, or provide entertainment on behalf of Bio-Rad even if the event takes place during an educational conference.



Funding for Exhibit or Booth Fees

Channel Partners and Consultants may fund exhibits or booths on behalf of Bio-Rad at bona fide independent, educational, scientific, and policymaking conferences that promote scientific knowledge, medical advancement, and the delivery of effective healthcare, as long as these conferences meet the following requirements:

- The conference organizer must be well known and respected and be from an organization in good standing
- The cost should be reasonable
- The conference agenda must be of scientific or educational value
- The location of the conference should be appropriate for scientific and educational meetings
- The purpose for the funding must be to promote or demonstrate Bio-Rad's products and services

Travel and Other Related Expenses

Channel Partners and Consultants who wish to offer travel or other expenses to a third party on behalf of Bio-Rad must receive advance written approval from Bio-Rad and the travel and related expenses must be consistent with the following requirements:

- Travel and other expenses must be reasonable and infrequent
- Travel and other expenses must be permitted by applicable law
- Travel and other expenses must be permitted by the third party's work rules and for a legitimate business purpose. Examples of legitimate business purposes include:
 - Promotion or demonstration of Bio-Rad products and services
 - Training required by sales contracts
- Travel should never include family members or others who have no business reason to be present
- All days and destinations included in the travel should be for legitimate business purposes and should not include personal days
- No additional costs associated with the trip will be paid, such as room upgrades, mini-bar, or spa expenses or more nights than necessary to attend the event
- Travel and other expenses should not be offered under circumstances that would induce improper conduct or that could create the appearance of improper conduct. All travel must comply with the requirements of the Anti-Corruption section of this Code
- For government-owned or -controlled organizations, Channel Partners and Consultants must have written proof that the employer of the third party is aware of the arrangement and does not object

Q Your customer is an industry expert. You would like the customer to speak at an industry event in Paris to promote Bio-Rad products. The customer would like you to pay for additional vacation days. Is this acceptable?

A No, this is not acceptable. All days and destinations included in the travel should be for legitimate business purposes.

Q My customer has asked me to pay for their travel to an important educational event at which there will be no Bio-Rad activities or events. In fact Bio-Rad has no presence at this event at all. May I pay for my customer to go?

A No. This would not be considered a legitimate business purpose since there is no promotion or demonstration of Bio-Rad products or services at the event.



Consulting, Speaking Engagements, Market Research, and Other Services from Healthcare Professionals

In certain circumstances, it may be appropriate for Channel Partners and Consultants to receive professional services from customers or potential customers of Bio-Rad products, such as healthcare organizations, healthcare professionals, or government officials. Such services might include consulting or speaking services or market research activities. Bio-Rad requires Channel Partners and Consultants to receive prior written approval from Bio-Rad before they may reach an agreement for such services and the services must be consistent with the following requirements:

- Channel Partners and Consultants should never enter into arrangements for services to reward a customer for buying, prescribing, recommending, or using a Bio-Rad product
- Channel Partners and Consultants must base all arrangements for services on documented and specific business needs and the skills and experience of the sponsored individuals, and not on any improper consideration, such as past, present, or future sales of Bio-Rad products with the sponsored individuals and their employers or affiliated organizations
- Services must be documented in a contractual agreement that includes, at minimum, a detailed description of the services to be provided and the fee arrangements
- Channel Partners' and Consultants' sales personnel may suggest other individuals, such as subcontractors or consultants, for services based on the subcontractor's or consultant's skills and expertise. But under no circumstances may sales personnel control or improperly influence any decision to sponsor or engage a particular individual
- Channel Partners and Consultants must not pay above fair market value for the services, and they should use benchmarking information on compensation from an independent organization, if feasible, to make compensation decisions
- The arrangement must be lawful and the Channel Partners and Consultants should have written proof that the employer of the third party is aware of the arrangement. Such arrangements must meet local legal requirements. Unless permitted by local law, all arrangements must include written contracts signed by all parties for the services

Q

I overheard a Bio-Rad employee indicating that he wants to ask an industry expert to speak at the Bio-Rad training center in France so that the expert will choose Bio-Rad products in an upcoming tender. What should I do?

A

Report this to Bio-Rad using one of the reporting channels described in the section entitled Reporting Violations and Concerns. The research must be required for Bio-Rad business and cannot be used to reward a customer for business.



Product Evaluations and Samples

Channel Partners and Consultants may provide a reasonable amount of complimentary Bio-Rad products to customers or potential customers, such as healthcare professionals or healthcare organizations, to allow them to assess the products and decide whether and when to use, order, buy, or recommend the products in the future.

- The amount of the Bio-Rad consumables should be limited to what is required to evaluate the consumables for purchase. Generally, the amount of consumables should not exceed the volume of consumables that would typically be used in 90 days
- The duration of a loan for a Bio-Rad instrument should not exceed the length of time necessary for the customer to evaluate the equipment for purchase, which is typically limited to 90 days. All loans of Bio-Rad instruments require a written agreement with the customer for the evaluation
- You must track any complimentary products provided
- The arrangement must be permitted by applicable law

Discounts and Product Promotions

Discounts

Discounts should be market driven, based on objective business reasons, and generally structured as up-front price reductions or paid as rebates on product-specific bases. All discounts should be defined at or before the time of sale in a written contract between the Channel Partners and Consultants and the customer and should not result in personal benefit to any customer, potential customer, healthcare professional, or government official. Discounting arrangements must meet local legal requirements and should be documented in a written contract signed by all parties.

Product Promotions

Channel Partners and Consultants should engage only in sales and marketing activities for Bio-Rad products that are appropriate for their local markets. Additionally, Channel Partners and Consultants must:

- Use only the product labeling that Bio-Rad has approved for the local market
- Use only promotional materials that Bio-Rad has approved for the local market
- Comply with all applicable laws and regulations related to product promotion

Q

I would like to provide a potential customer, who has a limited budget, a Bio-Rad instrument to use for 1 year at no charge. Is this acceptable?

A

No. Channel Partners and Consultants may provide a complimentary instrument loan to the potential customer to allow the customer to assess the appropriate use and functionality of the instrument and to make a decision about purchase. The length of time permitted for the complimentary instrument should not exceed the amount reasonably necessary for the adequate evaluation of the product, which is typically limited to 90 days.



Charitable Donations and Political Donations

Charitable Donations

Channel Partners and Consultants are prohibited from making charitable donations on Bio-Rad's behalf.

Political Donations

Channel Partners and Consultants are prohibited from making political contributions on Bio-Rad's behalf.

Publicity

Bio-Rad prohibits the use or publication of its name, logos, images, parts, designs, and all other nonpublic information in press releases, advertising material, tender offers, and websites, including product displays at trade fairs or Channel Partners' or Consultants' premises, without Bio-Rad's prior written consent.

Bio-Rad prohibits payment to third parties for Bio-Rad product testimonials.

Hiring

Channel Partners and Consultants must not make hiring decisions based on their desire to sell Bio-Rad products or to seek an improper advantage for the Channel Partners and Consultants and Bio-Rad.

- Do not hire any immediate family members of a customer or potential customer or any government employees to encourage that individual to use or buy our products or services, to obtain or retain business, or to influence an official action in Bio-Rad's favor
- An immediate family member is anyone who lives in the home of a customer or potential customer or the government employee, or a husband, wife, child, brother, sister, parent, step-parent, step-child, step-brother, step-sister, father- or mother-in-law, son- or daughter-in-law, brother- or sister-in-law, grandparent, grandchild, and the husband or wife of a grandparent or grandchild



Reporting Concerns and Violations



Raising Concerns

Employees of Channel Partners and Consultants who wish to raise a concern should begin by contacting their own company to resolve internal ethics and compliance concerns. Channel Partners and Consultants should encourage their personnel to report concerns and violations of this Code or the law without any fear of retaliation, intimidation, or harassment, and Channel Partners and Consultants shall investigate these reports and take corrective action.

Channel Partners and Consultants who believe that a Bio-Rad employee, or anyone acting on behalf of Bio-Rad, has engaged in illegal or otherwise improper conduct should report the matter promptly to Bio-Rad.

Bio-Rad provides the Integrity Helpline as your resource to ask questions or raise concerns without fear of retaliation.

- Go online to **www.Bio-RadIntegrityHelpline.com**
- To call, go to **www.Bio-RadIntegrityHelpline.com**
(available in multiple languages) for a list of toll-free numbers

The Integrity Helpline, available around the world 24 hours a day with multilingual operators, is staffed by an outside organization, so you can remain anonymous (if permitted by local law), whether you contact the Integrity Helpline by telephone or online.



**Bio-Rad
Laboratories, Inc.**

