



Global Health and Safety Policy

Throughout Bio-Rad's 70-year history of developing innovative products that advance scientific discovery and improve healthcare, we have built a strong track record of quality, customer service and a commitment to improving lives.

As part of that commitment, we strive to maintain a safe and healthy environment for our employees, customers, suppliers and community by establishing, implementing and maintaining an integrated health and safety management system. The framework for this system is based on the following guiding principles:

- ◇ Maintain an organizational structure integrating health and safety management throughout each of our regional locations
- ◇ Conduct risk assessments and implement corrective actions at our sites
- ◇ Provide training and frequent communication to all employees to prevent injury and illness in the workplace
- ◇ Ensure that our health and safety criteria are upheld by contractors providing on-site services
- ◇ Conduct our business with integrity. Complying with and, where feasible, exceeding health and safety regulations and requirements
- ◇ Measure and enhance health and safety performance and provide a framework for setting objectives to achieve continual improvement
- ◇ Investigate and address all work-related injuries, illnesses and incidents, and where applicable, implement practices to mitigate future issues
- ◇ Proactively address employee health and safety concerns in the workplace through near-miss reports and safety improvement proposals
- ◇ Champion a proactive health and safety culture by encouraging employees to report potential safety improvements in the workplace
- ◇ Integrate health and safety considerations into the design phase of projects and products

Our Global Health and Safety Policy extends to all employees, visitors and contractors across all Bio-Rad sites and operations.

Executives, managers and supervisors are responsible for ensuring employees uphold the Global Health and Safety Policy. The Board of Directors has the highest level of responsibility for the overall oversight of Bio-Rad, including ensuring compliance with this policy.

This policy will be reviewed at least annually.

A handwritten signature in black ink, appearing to read "Norman Schwartz", written over a horizontal line.

Norman Schwartz
President and Chief Executive Officer, Chairman of the Board
December 28, 2022