

Supplier Code of Conduct



Last Updated April 2023

Table of Contents

Introduction

Inari's Core Values

Commitment to Ethics and Compliance

Privacy, Confidentiality & Data Protection

Company Assets and Property

Ethical Workplace Practices and Anti-Slavery

Health, Safety and Security

Anti-Discrimination, Respect for Diversity and
Equal Employment Opportunity

Environment and Sustainability

Global Trade

Anti-Bribery and Anti-Corruption

Gifts and Entertainment

Conflicts of Interest

Insider Trading

Commitment to Quality

Antitrust and Fair Competition

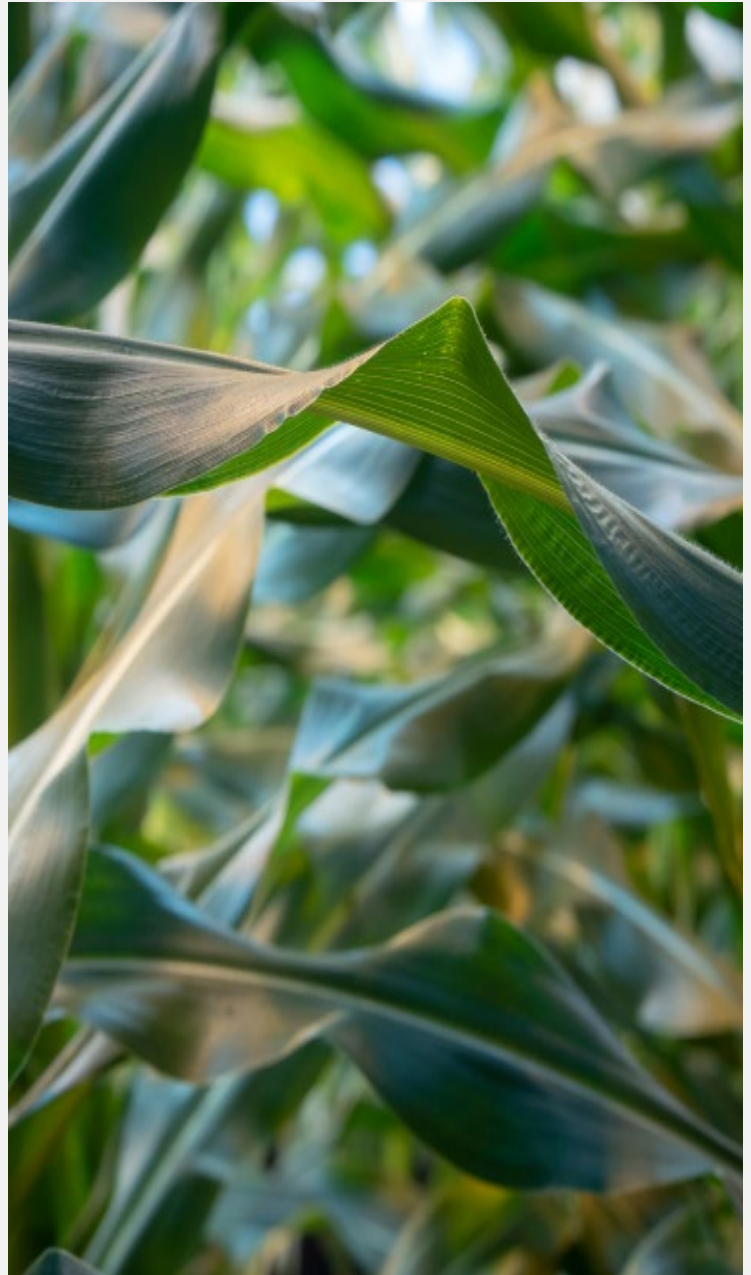
Use of Subcontractors

Brand and Reputation

Assessing Compliance and Reporting
Violations

No Retaliation Policy

Confirm Your Commitment



Introduction

Inari strongly values its supplier relationships, and as a trusted Inari service provider, you play a key role in allowing us to live up to our promises: to our customers, our employees, our shareholders and the communities where we live and work.

Inari's Supplier Code of Conduct ("the Code") sets forth the principles, standards, and practices required for doing business with us and applies globally to the engagement and execution of activities with all suppliers. We expect you to abide by the letter and spirit of the Code, and to use it as a resource to help provide service in a manner that is ethical and legally compliant.

For purposes of this Code, the term supplier also includes vendor, distributor, agent, contractor and all other third parties engaged to provide goods or services to or on behalf of Inari or its affiliates.

If a situation arises during the course of our business relationship that might impact your ability to provide us with service that is consistent with our Core Values or the Code, please contact your Inari representative or a member of our Legal and Compliance Teams.

Inari's Core Values

Drive Innovation: We value those who are curious and willing to take risks to achieve our vision

Be Bold: We embrace challenges and drive to deliver high-impact results

Act With Integrity: We are honest, transparent, and accountable for our actions

Be Open: We respect and support each other and our ideas as well as our partners

Embrace Diversity: We recognize, leverage, and integrate the strength of individual perspectives and backgrounds to achieve our vision

Be Collaborative: We know teamwork can overcome any individual limitations and expedite our success



Commitment to Ethics and Compliance

Inari operates in strict compliance with applicable laws, rules and regulations. To help ensure compliance, we maintain a robust Ethics and Compliance program, the cornerstone of which is our Code of Conduct. The Code gives us direction on ethical and compliant behavior and provides resources to obtain further assistance or report violations. As a condition of employment, all employees must certify to the Code, and to various other company policies.

Inari's commitment to Ethics and Compliance extends to you. As an Inari supplier, you are required to operate with integrity, in an ethical manner and in compliance with all applicable laws, rules and regulations applicable to your industry and place of business.

Privacy, Confidentiality & Data Protection

Inari strives to maintain privacy, security and data protection controls that meet or exceed our legal, contractual, and other binding obligations.

When you handle or observe our information – whether it is our company's, employees' or our customers' – we require that you keep it confidential, use it only in your service to Inari, and protect it accordingly, but never below the legal, contractual, or binding obligations that apply to you.

As part of this commitment, you may be required to maintain (and demonstrate) effective physical, technical, and administrative controls over the privacy and security of the data you are handling. Depending upon the service you are providing and the information you are handling on our behalf, you may also be required to apply additional safeguards as necessary and appropriate.

Subject to any contractual requirements, you must notify Inari without undue delay of any known or suspected data security breaches and will work with Inari and, if applicable, law

enforcement to determine the root cause and contain the breach.



Company Assets and Property

Each Inari employee is entrusted with Company assets – the resources we own that enable us to operate. This responsibility extends to our suppliers. When authorized to use Inari property, supplies, equipment and other assets, suppliers are required to do so responsibly. Company assets include all property such as real property (our facilities), physical property (e.g., computers and equipment) and intangible property (e.g., intellectual property, confidential information, work product). We are personally responsible for using them with care and protecting them from fraud, waste, and abuse.

Suppliers must protect and use responsibly Inari trademarks, copyrights, trade secrets and other intellectual property when authorized to use such assets, including compliance with licenses and terms of use. Suppliers must not use any trademark or any other intellectual property unless expressly permitted in writing by Inari. Further, personal use of Company assets is prohibited unless specifically permitted.

Ethical Workplace Practices and Anti-Slavery

Inari is committed to applying the principles of its Core Values and Code of Conduct in the workplace. As such, we work to continually improve our employees' working conditions, and to meet all legal requirements concerning labor

rights. As an Inari supplier, we expect you to share in this commitment.

Regardless of the type or location of service provided, Inari's suppliers must adhere to all applicable legal and other binding obligations concerning employment practices and workplace conditions. Suppliers must take all necessary steps to ensure their workers meet the minimum legal age for employment within the laws of the country of origin of the goods and services, and that their service is strictly voluntary, which means that it must not involve acts of slavery or servitude, forced or compulsory labor, or human trafficking. We require that you – and anyone performing services on your behalf – comply with all applicable legal requirements relating to anti-slavery and human trafficking. Further, employment must be fairly compensated for the geography and carried out under safe and healthy conditions.

Health, Safety and Security

Inari is deeply committed to the health, safety, and security of its employees. Because suppliers often work directly alongside Inari employees (or our customers), you are expected to take all appropriate measures to verify your employees' backgrounds and qualifications. Such measures may include confirming résumé contents, checking criminal histories, assessing driving records, or performing government work eligibility checks.

When providing services at an Inari facility, certain additional rules may apply, such as wearing identification badges, signing in and out, and remaining with your Inari escort. Additionally, task or environment specific safety training may also be required. In all instances, though, suppliers must refrain from any form of conduct which is considered dangerous, threatening, or harassing, and must perform service in a manner which is compliant with

applicable health and safety laws and regulations.

Anti-Discrimination, Respect for Diversity and Equal Employment Opportunity

Inari believes that the diversity of our workforce contributes directly to our ability to meet the wide-ranging needs of our customers, and to succeed in the marketplace. To help achieve this, we make employment decisions based strictly on an individual's capacity to perform the job – and not on factors such as race, religion, ethnicity, age, gender, sexual orientation, disability, or other characteristics that are unrelated to an individual's skills or qualifications.

Inari requires that its suppliers undertake similar commitments: to always act in compliance with anti-discrimination laws, and to take concrete steps towards advancing the goal of eliminating discrimination, harassment and bullying in the workplace.

Environment and Sustainability

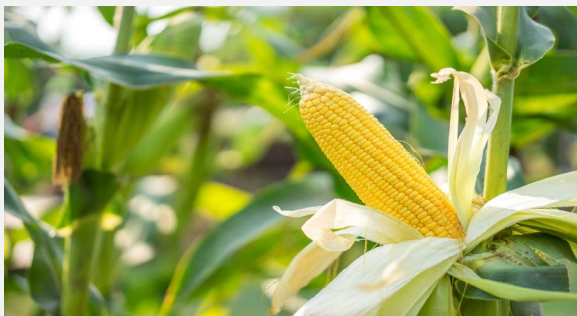
Inari is committed to conducting business in a sustainable and environmentally responsible manner. We realize that our business decisions and internal practices can have a direct effect on the environment. As such, we operate in full compliance with applicable environmental laws, and work continuously towards increasing the sustainability of our operations. Inari expects its suppliers to operate in the same manner and will favor those who share our commitment to sustainable business practices as part of supplier selection decisions.



Global Trade

Inari has global operations that support a growing, worldwide customer base. To maintain and grow our global standing, we must strictly comply with all applicable laws that govern the import, export, and re-export of our products, and with the laws of the countries where our products are manufactured, sold, or used. Any violation of these laws, even through ignorance, could have damaging and long-lasting effects on our business.

As an Inari supplier, you must comply with all applicable trade and sanction laws and regulations, including obtaining proper import / export authorization and securing required licenses and documentation. This further extends to not transacting with a person or entity subject to economic and trade sanctions administered by the Office of Foreign Assets Controls (“OFAC”) of the US Department of the Treasury (or other applicable sanction laws) in the course of providing service to or on behalf of Inari and not participating in foreign boycotts not otherwise sanctioned by the US or other applicable laws.



Anti-Bribery and Anti-Corruption

As a company which operates on a global scale, Inari is committed to complying with the letter and spirit of applicable anti-bribery and anti-corruption laws, such as the US Foreign Corrupt Practices Act, the UK Bribery Act or statutes of the Belgian Criminal Code pertaining to public and private bribery. These laws generally prohibit providing, offering to provide, or

authorizing others to provide anything of value to government officials or private parties for the purpose of improperly obtaining business, securing an advantage, or influencing a decision.

We take this commitment very seriously – and require the same level of commitment from our suppliers. Inari suppliers must strictly comply with all aspects of these (and related) laws – including those concerning financial reporting, bookkeeping, records retention, and the submission of accurate invoices and expense reports.

Inari wins business on the merit of its products – not through bribes, embezzlement, extortion, kickbacks, improper gifts and entertainment, or facilitation payments. While this holds true in general, it is especially important when interacting with governmental officials, government-run businesses or the individuals associated with them.

Gifts and Entertainment

Inari will never extend preferential treatment to suppliers because of their offer of gifts, entertainment, or other items of value. Suppliers may not offer gifts to Inari in an attempt to influence our business decisions, or to gain advantage over other suppliers. Even when gifts are permissible under law and policy (subject to specific dollar limits per Inari policy – ask your Inari representative for details), suppliers must still exercise discretion and good judgment, since even “routine” business courtesies have the potential to cause embarrassing situations or create risk for those involved.



Conflicts of Interest

When a family relationship, financial interest, friendship, or similar circumstance interferes with, has the potential to (or gives the perception of) interfering with your ability to make honest and fair business decisions, or to provide products or services to Inari, a conflict of interest may exist.

Suppliers are required to raise any such concerns (or potential concerns) to Inari before the business relationship is formed, or at any time thereafter, should a conflict, or the perception of such, arise.



Commitment to Quality

Inari is committed to maintaining high standards of quality in product and processes to meet or exceed its customer expectation. We achieve these high standards through continuous improvement in a dedicated quality management system (“QMS”).

Suppliers to Inari are key partners in our commitment to quality. As such, Inari expects suppliers to adhere to quality standards and apply continuous improvement principles, where applicable, to products and processes to provide goods and services that consistently meet customers’ needs, are safe for their intended use, and perform as intended. Suppliers of laboratory equipment or materials may demonstrate this commitment through accreditation from external accrediting bodies to applicable standards, such as the International Standards Organization (“ISO”).

Insider Trading

As a supplier, you may be entrusted with information that has not yet been (or may never be) disclosed to the public. This information could affect our stock price (should we become publicly traded), or the stock price/valuation of other companies, including our competitors. Our ethical standards (and the law) strictly forbid you from acting on such information. This applies not only to you and your employees directly, but also to family, friends or others who might be in a position to make investment decisions based on that information. If you have access to such information, you are expected to keep it confidential and to handle it with the utmost care and discretion.



Suppliers must be willing to allow Inari to conduct quality audits of their facilities, systems and documents related to the goods and services they provide. Supplier product quality with Inari is a proactive and collaborative approach. Through quality auditing, communication, and adherence to continuous improvement principles, a partnership can be forged to provide the highest quality product for both Inari and its respective suppliers.

Antitrust and Fair Competition

Inari is committed to competing fairly in the marketplace, and to complying with all applicable laws concerning antitrust and fair competition. We actively avoid situations that could even have the appearance of impropriety or deception.

When providing service to Inari, we require that you too abide by these legal and ethical standards – and specifically avoid collecting or

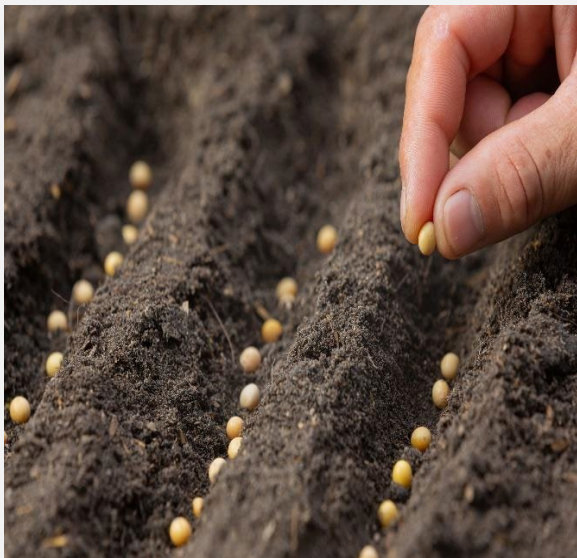
sharing competitively sensitive information such as customer lists or pricing and discount information.

Use of Subcontractors

Inari appreciates that in today's business environment, suppliers may have reason to leverage augmented temporary staff or subcontract certain aspects of their service delivery.

To become an Inari supplier, you must undergo a competitive procurement process, which may include rigorous due diligence of your business. As such, if your contract with Inari permits delegation of duties to subcontractors, you are expected (and may be required by law or contract) to perform similar levels of due diligence on them, and to apply all appropriate legal and contractual obligations (including special provisions). You are also responsible for monitoring and enforcing the compliance of your subcontractors with the obligations you impose on them.

As an Inari supplier, you should also review your contract to see whether you are required to provide Inari with notice, to obtain our consent before subcontracting, or are forbidden from subcontracting.



Brand and Reputation

As an Inari supplier, your actions and business practices can directly impact one of our most valued assets: our reputation as a trusted leader in our industry. This is especially true when you deal directly with our customers, government entities, or the public. For that reason, you should always conduct yourself in a responsible and ethical manner, that is consistent with our Core Values and Code of Conduct.

Unless you are expressly authorized to do so in writing by a member of Inari's Leadership Team or Corporate Affairs Team, you may not make public reference to our business relationship or make statements (in any medium) representing Inari. All press inquiries should be referred to your Inari representative.



Assessing Compliance and Reporting Violations

As an Inari supplier, it is your obligation to comply with the provisions of this Code, and subject to the audit terms which may be in our agreement, Inari reserves the right to verify that. To help provide assurances, we may ask you to answer questions regarding provisions of this Code and to provide documents or attestations supporting your compliance.

It is also your obligation to promptly report suspected or actual violations of this Code, the law, or other violations related to your business with Inari. All reports are taken seriously and are thoroughly investigated. Any information you



provide will be handled with discretion and will be kept as confidential as possible.

You are encouraged to report violations to your Inari representative. When this is not possible or appropriate, please contact Inari’s Legal or Compliance Teams or submit your concerns via Inari’s Ethics Hotline (inari.ethicspoint.com), which is operated by an independent company. Failure to report violations may result in the termination of our business relationship.

No Retaliation Policy

Inari has a strict no-retaliation policy with regard to the good-faith reporting of legal or ethical violations. Within Inari, any employee or manager who retaliates, attempts to retaliate, or encourages others to retaliate, against any employee or supplier who has reported a violation will face serious disciplinary action, up to and including termination. Inari will seek to terminate its business relationship with you as a

supplier if we discover that you have engaged in retaliation against one of your employees in response to their reporting of a violation.

Confirm Your Commitment

Signing this form indicates that you have read and understood our Code and:

- Will comply with the Code to the best of your knowledge and ability.
- Will report any possible conflicts of interest.
- Will contact your Inari representative or use any of the reporting methods included in this Code if you have concerns related to a business conduct or potential violation of the Code.

Signature: _____

Print: _____

Date: _____

