



BC Instruments

Anti-Corruption and Ethics Policy

Policy Statement

At B.C. Instruments, we strive to always act with high ethical standards. Compliance with our Code of Conduct will help us remain above reproach and allow us to continue to be widely recognised for our high ethical standards.

Each of us at B.C. Instruments ("BCI") is expected to comply with both the letter and spirit of this Ethics and Anti-Corruption Policy in all of our dealings with customers, service providers, business partners, and fellow employees. Specifically, we require all employees, as well as the members of our Board of Directors, and where appropriate, third parties performing services for or on our behalf of BCI in any location to:

1. Maintain an environment of honesty, trust, and integrity.
2. Obey all applicable laws, regulations, and professional standards that govern our business.
3. Safeguard our ethics and never compromise or alter them for any reason.
4. Recognise and value high ethical standards.
5. Report any unethical or illegal behaviour.

Anyone who becomes aware of wrongdoing or any breach of a BCI policy, including this Ethics and Anti-Corruption Policy, must immediately report the situation to his or her manager, the manager's manager, or Human Resources.

Reports of suspected wrongdoing or policy breaches shall be kept strictly confidential, as far as possible while still allowing BCI to fully investigate and deal with the issue. In particular, the identity of the person or persons reporting the suspected wrongdoing shall not be disclosed to the suspected wrongdoer, except where this is absolutely necessary to obtain a full and fair response to the allegations against the suspected wrongdoer.

Employees who report in good faith any suspected wrongdoing or breaches of policy, including this Ethics and Anti-Corruption Policy, shall not be penalised in any way, nor shall they suffer any adverse employment consequences as a result of such reporting.

Reports of wrongdoing or suspected wrongdoing are taken very seriously by BCI. No one shall make untrue, bad faith, or reckless reports or allegations of suspected wrongdoing. Anyone who does so shall be dealt with under BCI's disciplinary policy.

Questions about this policy may be addressed by contacting Human Resources in person, in writing, or by way of email to bcibr@bc-instruments.com.