



CODE OF CONDUCT

Purpose

To act as a guide and preserve how to live Acuamark Diagnostics' mission, vision, and values.

Acuamark Diagnostics expects its employees to adhere to a standard of professional conduct and integrity. This ensures that the work environment is safe, comfortable, and productive. At Acuamark Diagnostics, we voice our opinion honestly, but also respectfully and courteously, while mindful of others' opinions, feelings, and needs. General cooperation between employees and management is expected.

In order to assure orderly operations and provide a suitable work environment, the Company expects its employees to follow rules of conduct that will protect the interests and safety of all employees. It is not possible to list all forms of behavior that are considered unacceptable in the workplace. The list below provides examples of infractions which constitute a violation of the Company's code of professional conduct. Individuals who act in an unprofessional manner may be subject to disciplinary action, up to and including termination of employment.

Build Trust and Credibility

We gain credibility by adhering to our commitments and reaching Company goals solely through honorable conduct. Comply with laws, rules, and regulations of federal, state, provincial and local governments and other appropriate private and public governmental and regulatory agencies, including, but not limited to, laws covering: bribery and kickbacks, copyrights, trademarks and trade secrets, information privacy, insider trading, illegal political contributions, antitrust prohibitions, foreign corrupt practices, import and exports, sanctioned countries or persons, offering or receiving gratuities, environmental hazards, employment discrimination or harassment, occupational health and safety, false or misleading financial information or misuse of corporate assets. Act in good faith, responsibly, with due care, competence and diligence, without misrepresenting material facts or allowing independent judgment to be subordinated.





Value Diversity

AcuamarkDx is committed to fostering, cultivating, and preserving a culture of inclusion, equity, and diversity. Human capital is the most valuable asset we have. The collective sum of our differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent increases the range of perspectives and depth of understanding, contributes to the success of the business and enriches all of our lives. Our employees are valued for their skills, experience, and unique perspectives.

AcuamarkDx expects respect for diversity within the Company and utilizes this code of conduct to reinforce the explicit requirement that employees of AcuamarkDx stand against all forms of racism, bigotry, harassment, and discrimination. We aim to create a safe, respectful, and inclusive place of work so that our people can contribute to living our corporate values and achieve unprecedented scientific advancements.

All employees of AcuamarkDx have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Do the Right Thing

Employees must have the courage to tackle the tough decisions and make difficult choices, secure in the knowledge that AcuamarkDx is committed to doing the right thing. Merely because we can pursue a course of action does not mean we should do so. Each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles, and if you are unsure if an action may be unethical, inappropriate, or illegal, contact a member of Senior Management.



Embrace Positive Collaboration

Positive employee to employee and employee to manager collaboration is key to Company success. Positive collaborations are behaviors that are designed to influence others with the goal of helping both the organization and the individual facilitating the exchange. This involves straight and respectful communication, with the best interest of all parties in mind, to immediately address the matter at hand. We embrace open and constructive communication, debate, and extensive exchanges of thought. We do not fear high intensity dialogue within our positive collaboration environment knowing that AcuamarkDx does not tolerate destructive, negative politics. Destructive politics are behaviors that are designed to benefit personal goals only at the expense of others. Destructive politics often consist of secretive gossiping, underhanded actions or behavioral patters, and manipulation. At AcuamarkDx, we always look out for the best interests of the Company and our coworkers.



Conflict Resolution

Problems, misunderstandings, and frustration may arise in the workplace from time to time. It is the intent of this policy to encourage employees to resolve conflicts and foster good will through direct dialogue whenever possible. Generally, problems are best resolved on an individual basis; therefore, the recommended conflict resolution procedure is for the individual employee to initiate direct conflict resolution dialogue with the other party. All criticisms and/or complaints must be made in good faith with a sincere attempt to reach resolution.

Any employee who is confronted with a problem that was unable to be resolved via direct dialogue with the other party has various means available, which may be used, for resolution or clarification of a workplace issue. The Company encourages open dialogue between employee to employee, and employee to management first in an attempt to resolve such issues. If an employee does not feel comfortable addressing a manager or co-worker directly or has had the opportunity to discuss a problem but continues to feel that the problem has not been resolved satisfactorily, the employee should escalate using the recommended procedures below.

- **Contact a manager if the issue exists between employee and co-worker**
- **Contact the one over management level if the issue exists between employee and supervisor**
- **Contact the Human Resources Department**



Maintain Accurate Records

Use good business judgment in the processing and recording of all financial transactions involved in performing duties with the Company. Accurate and honest recordkeeping and reporting helps us meet our legal and regulatory requirements. Maintaining financial integrity also reflects positively on our reputation and credibility. Each of us, at every level of our Company, has a responsibility for ensuring the accuracy of all Company business and financial records. Follow all internal processes, policies and generally accepted accounting principles so that our records accurately reflect all transactions.

Additionally, manage records properly. Know and follow the policies that relate to maintenance, storage and disposal of records. Never destroy or dispose of information that might be needed for an investigation, an audit or a legal proceeding. If you receive a legal hold notice, follow the guidelines in the notification. If you are not sure what is required, check with Senior Management.



Avoid Conflicts of Interest

Employees are expected to avoid conflicts of interest, both real and perceived. Conflicts of interest are outside activities or personal interests that could influence decisions made during the course of an employee performing their regular job duties. Every decision made on the job must be objective and with the Company's business interest in mind. Act with honesty and integrity, avoiding actual or apparent conflicts of interest in personal and professional relationships, and promptly disclose any situation that involves, or may reasonably be expected to involve, an actual or apparent conflict of interest to the Company.





Responsible Gifts, Meals, — and Entertainment

We do not exchange gifts or entertainment that look like an attempt to improperly influence a business decision. No matter if you are the giver or the recipient, you need to recognize when an offer is excessive under our policy. Gifts may not be accepted if they are given in exchange for an action, are of any value of cash or a cash equivalent, in the form of stocks or securities, more than modest in value, and/or not available to others, such as a special discount.

To encourage employees to report any and all violations, the Company will not tolerate retaliation for reports made in good faith. Retaliation or retribution for a report made in good faith of any suspected violation of this Code of Conduct is cause for appropriate disciplinary action.

This Code of Conduct is a statement of certain fundamental principles, policies and procedures that govern the Company's and its employees in the conduct of the Company's business. It is not intended to and does not create any rights in any employee, customer, client, visitor, supplier, competitor, or any other person or entity. It is the Company's belief that the policy is robust and covers most conceivable situations.