



REGENESIS Code of Conduct

A Message from Leadership

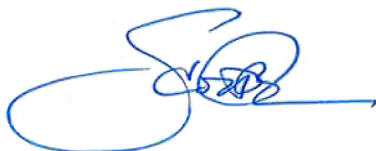
At REGENESIS each one of us shapes our culture through our words and actions. We strive to build a diverse and inclusive culture that embraces learning and fosters trust—a culture where every employee can do their best work. Making good decisions and ethical choices in our work builds trust in each other and with our customers and partners. You should never compromise your personal integrity or the company’s reputation.

We are more likely to make ethical choices when integrity, honesty, and compliance guide our decision making. We should always be transparent about our motives, learn from our mistakes, and ask for help when faced with a difficult situation. I expect leaders and managers to foster a culture where employees feel free to ask questions and raise concerns when something doesn’t seem right. The REGENESIS Code of Conduct emphasizes the role that each of us plays in building trust, and the approach you should take in making decisions. When we apply these principles in our daily work, we can move forward with confidence in our ability to make good decisions that build trust and empower our customers and partners to achieve more.

How we conduct our business and how we treat others—our fellow employees, customers, communities and suppliers —will continue to determine how the world views REGENESIS. Our Code of Conduct provides us with the resources and the information we need to operate our business responsibly, to make ethical decisions ... to maintain trust.

We believe that by acting under this set of values, we can work with our customers to achieve a cleaner, healthier, and more prosperous world.

Thank you,

A handwritten signature in blue ink, appearing to read "S. Wilson", with a large, stylized flourish extending to the left.

Scott Wilson
President & CEO
REGENESIS Bioremediation Products

REGENESIS Bioremediation Products (REGENESIS) abides by the following:



The International Labor Organization’s Declaration on Fundamental Principles and Rights at work

- ➔ Freedom of association and the effective recognition of the right to collective bargaining;
- ➔ The elimination of all forms of forced or compulsory labour;
- ➔ The effective abolition of child labour; and
- ➔ The elimination of discrimination in respect of employment and occupation.

AND



United Nations Universal Declaration of Human Rights

Article 1	Right to Equality
Article 2	Freedom from Discrimination
Article 3	Right to Life, Liberty, Personal Security
Article 4	Freedom from Slavery
Article 5	Freedom from Torture and Degrading Treatment
Article 6	Right to Recognition as a Person before the Law
Article 7	Right to Equality before the Law
Article 8	Right to Remedy by Competent Tribunal
Article 9	Freedom from Arbitrary Arrest and Exile
Article 10	Right to Fair Public Hearing
Article 11	Right to be Considered Innocent until Proven Guilty
Article 12	Freedom from Interference with Privacy, Family, Home and Correspondence
Article 13	Right to Free Movement in and out of the Country
Article 14	Right to Asylum in other Countries from Persecution
Article 15	Right to a Nationality and the Freedom to Change It
Article 16	Right to Marriage and Family
Article 17	Right to Own Property
Article 18	Freedom of Belief and Religion
Article 19	Freedom of Opinion and Information
Article 20	Right of Peaceful Assembly and Association
Article 21	Right to Participate in Government and in Free Elections
Article 22	Right to Social Security
Article 23	Right to Desirable Work and to Join Trade Unions
Article 24	Right to Rest and Leisure
Article 25	Right to Adequate Living Standard
Article 26	Right to Education
Article 27	Right to Participate in the Cultural Life of Community
Article 28	Right to a Social Order that Articulates this Document
Article 29	Community Duties Essential to Free and Full Development
Article 30	Freedom from State or Personal Interference in the above Rights



In addition to the above Declarations, REGENESIS adheres to the following:

Who Must Follow Our Code?

We expect all of our employees and Board members to know and follow the Code. Failure to do so can result in disciplinary action, including termination of employment. Moreover, while the Code is specifically written for REGENESIS employees and Board members, we expect REGENESIS contractors, consultants, and others who may be temporarily assigned to perform work or services for REGENESIS to follow the Code in connection with their work for us. Failure of a REGENESIS contractor, consultant, or other covered service provider to follow the Code can result in termination of their relationship with REGENESIS.

RESPECT

REGENESIS recognizes the importance of maintaining and promoting fundamental human rights in our operations and supply chain, and we are committed to respecting the rights of workers.

We operate programs and policies that:

- Promote a workplace free of discrimination and harassment
- Recognize employees' right to freedom of association and collective bargaining
- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Provide humane and safe working conditions

We prohibit:

- Any harsh, inhumane or degrading treatment or punishment of employees
- Deliberately causing substantial pollution to air, soil or water that endangers human health or the environment
- Any complicity against humankind as defined by international law, including war crimes, crimes against humanity, genocide, torture, forced disappearances, hostage taking, and extrajudicial, summary or arbitrary executions
- All forms of forced child labor, child prostitution and other activities which jeopardize the health, safety, or morals of children

INTEGRITY

Integrity in a business relationship means that all participants are working together for the common good, and are not making decisions based on self-interest. When we act with integrity, we earn trust and build long-term client and customer relationships. When we act, or appear to be acting, in our own self-interest, we lose trust and damage our reputation.

REGENESIS believes in doing business with those suppliers, contractors, partners, agents, sales representatives, distributors and consultants who embrace and demonstrate high standards of ethical business behavior. REGENESIS will not knowingly use suppliers who operate in violation of applicable law or regulation, including local, environmental, employment or safety laws.



ETHICS

Anti-Corruption

REGENESIS business decisions are never be influenced by corruption. Corrupt arrangements with customers, suppliers, government officials, or other third parties are strictly prohibited. “Corruption” generally refers to obtaining, or attempting to obtain, a personal benefit or business advantage through improper or illegal means.

Corruption may involve payments or the exchange of anything of value and includes the following activities:

- Extortion
- Kickbacks
- Participation in or support to bribery, corruption or fraudulent practice of any kind

Corrupt activities are not only a Code violation, they can also be a serious violation of criminal and civil anti-bribery and anti-corruption laws in various countries.

Disciplinary Actions

The company will take appropriate disciplinary action in response to a violation of our Code. REGENESIS employees are expected to follow the Code, and comply with our policies and the law while conducting business on behalf of REGENESIS as a condition of employment.

Violating the Code, our policies or the law may result in:

- Disciplinary action, up to and including termination of employment, depending on the nature and severity of the Code violation
- In the case of a violation of law, civil and/or criminal penalties may be imposed by a governmental agency or a court

