

# Vendor Code of Conduct



## Dear Vendors,

At Option Care Health we value the relationships with our Vendors and believe they are key to fulfilling our Purpose to provide extraordinary care that changes lives. Option Care Health is committed to observing laws and regulations and conducting business ethically and with integrity, each and every day. To meet this commitment, we look to engage in business relationships with partners who share our dedication to operating in a legal and ethical manner.

The Vendor Code of Conduct (“Code” or “Code of Conduct”) is designed to share the principles, guidelines, and expectations for conducting business with Option Care Health responsibly and with integrity. Following this Code will ensure we adopt the highest standards of ethical business conduct and contribute to our joint success.

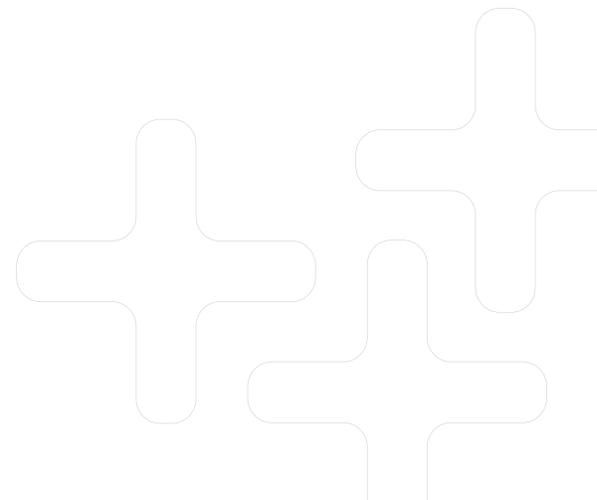
As compliance with these guidelines requires participation by all parties involved, we want, and expect, our Vendors to report any situations or concerns that may present a violation of law, regulation or ethical standards so that we may address them promptly. This Code of Conduct also provides guidance on how and when our Vendors should contact us.

We depend on strong relationships with our Vendors to provide our patients with outstanding care and grow our business. Thank you for helping us ensure we continue to operate in an ethical manner and uphold the Option Care Health values.

Sincerely,

A handwritten signature in black ink, appearing to read "John C. Rademacher", written in a cursive style.

**John C. Rademacher,**  
President and Chief Executive Officer



# Vendor Code of Conduct

## I. Preface

The purpose of this Vendor Code of Conduct (“Code” or “Code of Conduct”) is to outline expectations for business conduct according to law and our company core values and beliefs – ensuring consistent compliance from all of our Vendors. This Code is not intended to be exhaustive, but rather a guide to support understanding of our standards and ethical decision-making in our business relations. This Code of Conduct applies to all Option Care Health Vendors including, but not limited to, suppliers, service providers, distributors, and vendors. Vendors are expected to enforce this Code of Conduct with their employees and any subcontractors including, but not limited to, temporary /contracted staff and consultants.

At a minimum, all Vendors must operate in full compliance with the laws, rules, and regulations of the jurisdictions (whether U.S. or otherwise) in which they operate or where they provide services to Option Care Health. This Code of Conduct is not intended to create new or additional rights, or any additional Option Care Health obligations, in favor of Vendors, their personnel, or any third parties. It supplements, but does not supersede, the contracts and/or business arrangements between Option Care Health and the Vendor.



## II. Business Ethics

- **Integrity** – We hold all of our Vendors to the highest ethical standards. Our Vendors conduct business ethically and do not engage in bribery, embezzlement, extortion or other corrupt practices.
- **Fair Competition** – We expect our Vendors to abide by all applicable fair competition and antitrust laws.
- **Accuracy of Business Records** – Vendors maintain up-to-date books and records, including financial records, to demonstrate compliance with laws and regulations.
- **Conflicts of Interest** – Vendors are expected to conduct business with Option Care Health and our Team Members free of any conflicts of interest. Neither Option Care Health Team Members, nor their family members, may hold a significant financial interest in any entity with which Option Care Health conducts business. If at any point, there is an existing or potential conflict of interest between a Vendor’s interest, duties, obligations or activities, including that of an individual employee, Option Care Health must be notified immediately.
- **Anti-Bribery / Anticorruption** – Vendors must never, even through third parties, accept or offer bribes or kickbacks to obtain or gain an unfair business advantage. Vendors must be in full compliance of all applicable foreign and domestic anticorruption laws including the U.S. Anti-Kickback Statute, U.S. Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act.
- **Invoicing** – We expect vendors to provide honest and accurate invoices. Invoices should be supported by appropriate documentation and comply with all other requirements as set out in contract(s). Invoices may not be split to circumvent approval requirements.
- **Gifts and Entertainment** – Gifts and entertainment intended to obtain an unfair business advantage must not be accepted by or provided (directly or indirectly) to Option Care Health Team Members or our Vendors. “Gifts and entertainment” includes anything of value, such as loans, prejudicial discounts, favors, prizes, tickets, personal services, gift cards, or gift certificates. Gifts of any kind to government officials are prohibited. Entertainment activities must be suitable for professional business dealings and not embarrass or otherwise cause reputational damage to Option Care Health.
- **Confidentiality / Privacy / Data Security** – In order to conduct day-to-day business with Option Care Health, Vendors may need access to confidential records and sensitive information. Vendors must ensure this information is protected and remains secure consistent with applicable laws, regulations and industry standards, including but not limited to HIPAA and HITECH. Option Care Health expects Vendors to also ensure data security requirements specified in contractual agreements are consistently met including but not limited to secure access, use, disclosure, maintenance, storage and disposal of information. Any known or suspected data security breaches must be promptly reported to Option Care Health with efforts to contain, investigate and respond to be shared. Vendors must train applicable personnel to privacy and security standards and terminate their staff’s access to Option Care Health information when it is no longer needed for the performance of services or upon the conclusion of any business relationship. Option Care Health information must not be accessed, used, managed, stored or otherwise handled outside the U.S. without prior written approval.

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- **Insider Trading** – Pursuant to federal securities laws, Vendors, their employees and other persons who are in possession of material non-public information may not purchase or sell Option Care Health's securities.
- **Intellectual Property** – Vendors must use Option Care Health's trade information, copyrights, and trademarks only in a manner that is permitted under their contracts with Option Care Health and may not misappropriate or infringe upon the trade information, trademarks, or copyrighted works of others. Vendors must not misuse trade secrets or proprietary or confidential information of others for their own purposes or disclose such information to unauthorized third parties. Vendors must notify Option Care Health of any unauthorized use of our intellectual property.



## III. Workforce Standards

Vendors shall be committed to fair treatment of their employees and treat them with dignity and respect. Option Care Health expects Vendors to comply with all legal and regulatory requirements (e.g. laws against involuntary labor and child labor, wage and hour laws, and International Labour standards) pertaining to the fair and equitable treatment of their workforce.

- **Non Discrimination or Harassment** – Discrimination on any basis, including race, color, religion, national origin, political opinion, sex, sexual orientation, gender identity, age, disability, veteran status, genetic information or any personal characteristic, is prohibited. Hiring, pay, promotion, termination, and other terms of hire are based solely off of ability to conduct the job, instead of any personal/physical characteristics. Workers have a right to a workplace free of harassment. Option Care Health requires its Vendors prohibit all types of harassment including, but not limited to physical, verbal, psychological and sexual harassment.



## IV. Health and Safety

Vendors shall provide employees with a healthy and safe workplace, in compliance with all local and national regulations.

- **Product Safety** – Vendors are expected to comply with all applicable legal regulations and requirements concerning product safety, including but not limited to labelling and product packaging, and those related to the use of dangerous and/or hazardous substances and materials.



## V. Environmental Standards

Vendors are expected to comply with applicable laws regarding environmental practices, maintain all required environmental permits and follow their reporting requirements.



## VI. Meeting the Standards

- **Speaking Up** – Option Care Health encourages and expects individuals to report any questions, concerns or suspected violations to our Compliance Department at [OC-Compliance@optioncare.com](mailto:OC-Compliance@optioncare.com), through our Compliance Hotline by phone at **1-844-279-8889** or online at <http://www.optioncarehealth.ethicspoint.com>

Option Care Health does not tolerate any retaliation taken against an individual who, in good faith, has reported a suspected violation of this Code of Conduct. Option Care Health will promptly investigate any reported violations of this Code and expect Vendor cooperation with such investigations including, but not limited to, implementation of any responsive corrective measures.

# Vendor Code of Conduct

- Option Care Health reserves the right to review or audit (conducted only upon reasonable prior notice and during regular business hours) compliance with this Code. Option Care Health will take into consideration a Vendor's ongoing Code compliance when making future procurement decisions or continuing business relationships. Violations of this Code known by Option Care Health may require prompt corrective action plans, affect the applicable Vendor's standing and future business opportunities with Option Care Health, and/or result in the termination of the business relationship.

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## VII. Conclusion

Option Care Health values our Vendor relationships and the joint commitment to ethical business conduct in compliance with laws and regulations. We appreciate the work that is done to reinforce standards and adherence to laws and regulations as well as conducting business with integrity.

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