B Lab Statement on Invivo Healthcare's B Corp Certification
B Lab's independent Standards Advisory Council has rendered the following decision and guidance regarding eligibility for B Corp Certification for companies in the pharmaceutical industry:

"B Lab and its independent Standards Advisory Council have determined that pharmaceutical companies are eligible for B Corp Certification if they have not engaged in specific prohibited practices in the last five years AND are meeting additional industry specific practice requirements outlined below…"

Invivo Healthcare is required to disclose a summary of how it complies with these industry requirements as a part of its B Corp Certification. For more information on the specific requirements, please refer to B Lab's position statement on Pharmaceutical Companies here.

Summary of Company
Headquartered and operating within the United Kingdom, Invivo Healthcare operates as a life sciences and healthcare services company focused on the human microbiome. The company does not engage in pharmaceutical research and development, does not manufacture or commercialise prescription medicines, and does not participate in regulated drug manufacturing or sales.

Its activities are mainly focused on diagnostics, clinical support services, and health products. Core operations include laboratory-based functional and microbiome testing for healthcare practitioners, the development and distribution of evidence-informed nutraceutical and supplement products, and the provision of clinical education and practitioner decision-support tools. Supplement formulation and manufacturing are conducted via qualified third-party manufacturers.

The company's offerings focus on health support, particularly in areas related to functional and microbiome health. Areas of focus include gastrointestinal and digestive health, gut–immune interactions, metabolic health, women's health, and stress-related gut–brain axis support. These areas are addressed through functional testing services, nutritional supplementation, and practitioner education rather than through traditional drug-based therapies.

Approximately 50% of revenue is derived from health supplements and nutraceuticals and approximately 50% from laboratory testing services provided to healthcare practitioners. The remaining activities relate to education and practitioner support services.

The company does not generate revenue from prescription drugs, over-the-counter medicines, or branded or generic pharmaceutical products.

Invivo Healthcare Disclosure on Prohibited Practices
Pharmaceutical companies engaged in the following practices in the last five years, as demonstrated through company disclosures or through material, justified, and unresolved stakeholder concerns, are currently ineligible for B Corp Certification:

- Companies engaged in any form of lobbying or policy advocacy that endanger consumer safety, promote an anti-competitive environment (e.g. by opposing increased transparency measures), inhibit affordable pricing, or limit equitable access to medicine. This includes membership, Board involvement, or funding of industry associations that engage in such lobbying activities.
- Companies utilizing intellectual property strategies for branded products to influence an unjustified delay to the introduction of an authorized generic product to the market (e.g. “evergreening” patents).
- Companies engaged in price gouging as evidenced by significant and unjustified year-over-year price increases to their products.

Invivo Healthcare has been reviewed in accordance with B Corp Certification’s Disclosure Questionnaire and background check requirements, including disclosure of its involvement in lobbying and advocacy activities, intellectual property strategies, and price changes in order to verify it is meeting the above requirements regarding prohibited industry practices. The company’s approach to managing these material topics to the industry are further detailed below.

Invivo Healthcare Disclosure on Required Best Practices
1. *Adherence to credible national and/or international standards of safety, quality, and efficacy covering all relevant stages of the drug life cycle (i.e. drug development, supply chain, manufacturing, and distribution), which should include explicit systems to manage the risk of substandard medicines.*

Invivo Healthcare adheres to credible national and international safety, quality, and efficacy-related standards in regard to laboratory testing services, nutraceutical product formulation, and distribution of non-prescription products/supplements.

For nutraceutical and supplement products, Invivo Healthcare ensures compliance with applicable food and supplement regulations rather than pharmaceutical standards. Products are formulated based on scientific evidence and manufactured through qualified third-party manufacturers that operate under recognised food safety and quality systems, such as Good

Manufacturing Practice (GMP) overseen by the Food Standards Agency (FSA), or equivalent food-grade quality standards. Supplier qualification, documentation review, and ongoing oversight are used to ensure that raw materials, manufacturing processes, and finished products meet defined safety and quality requirements.

Risk management systems are in place to mitigate the risk of substandard or unsafe products. These include supplier due diligence, specification setting for ingredients and finished products, batch-level quality checks where applicable, traceability across the supply chain, and procedures for handling quality deviations, complaints, or product recalls. Distribution is limited to non-prescription products and follows controlled processes designed to maintain product integrity through storage and delivery.

Invivo Healthcare maintains governance policies covering ethical conduct, quality oversight, and appropriate engagement with healthcare practitioners. Management oversight and regular review processes support continuous compliance with relevant regulatory requirements and industry standards, ensuring that safety and quality risks are identified, managed, and mitigated.

2. *A Code of Ethics and/or other policies applicable to all company employees and critical third parties that establish minimum expectations with regard to anti-corruption and bribery, lobbying and advocacy activities, company interactions with healthcare professionals/organizations, and ethical marketing (where applicable). The company must also have clear processes to enforce the Code, including an accessible whistleblowing channel, and regular training of staff and third parties on the Code.*

Invivo Healthcare maintains a Code of Ethics and supporting policies that apply to all employees and, where relevant, to critical third parties and business partners. These policies establish minimum expectations for ethical conduct and are designed to ensure compliance with applicable laws and recognised standards of responsible business practice, consistent with the company's role as a healthcare and life sciences provider.

The company has policies prohibiting bribery, corruption, and improper inducements in any form. These policies apply across all business activities, including procurement, supplier relationships, and engagement with healthcare practitioners. Employees and relevant third parties are expected to conduct business transparently, avoid conflicts of interest, and comply with applicable anti-corruption legislation.

Invivo Healthcare does not engage in lobbying or political advocacy, does not make political contributions, and does not employ third parties to conduct lobbying on its behalf. The Code of Ethics reflects this position by prohibiting unauthorised political engagement and ensuring that any interaction with public authorities is conducted in a lawful, transparent, and ethical manner.

As a diagnostic service provider and supplement provider, the company maintains policies governing appropriate engagement with healthcare professionals and healthcare organisations. These policies are intended to prevent undue influence and ensure that interactions are ethical, evidence-based, and focused on patient benefit. Incentives for sales or commercial roles are not structured solely around sales volume, reducing the risk of inappropriate promotion or overselling.

Invivo Healthcare applies ethical marketing standards to all communications relating to its products and services. Marketing claims are required to be accurate, evidence-informed, and compliant with applicable regulatory requirements for non-prescription supplements and diagnostic services. Misleading, exaggerated, or non-substantiated claims are prohibited.

The company has defined processes to enforce its Code of Ethics and related policies. These include clear reporting and escalation mechanisms that allow employees to raise concerns or suspected breaches confidentially and without fear of retaliation. Management oversight is in place to review reported issues and ensure appropriate corrective actions are taken where necessary.

Invivo Healthcare provides regular training and guidance to employees on ethical conduct, anti-corruption requirements, and appropriate engagement with healthcare practitioners. Where relevant, key third-party suppliers and partners are expected to adhere to equivalent ethical standards, supported through contractual expectations and ongoing oversight.

3. *Public disclosure detailing the company's approach to government affairs, inclusive of lobbying/advocacy and political activities. This should include disclosure of the material issues that the company lobbies/advocates for, their trade associations, and the controls they have in place in regards to political contributions, lobbying/advocacy on the company's behalf, revolving door policy, political contributions and donations.*

The company does not engage in lobbying or advocacy activities, does not seek to influence public policy or legislation, and does not participate in political processes at a national or international level.

The company does not employ internal staff or external consultants to conduct lobbying or advocacy on its behalf. Invivo Healthcare does not make political contributions or donations and does not provide financial or in-kind support to political parties, candidates, or campaigns.

Although the company is involved with the nutraceutical product formulation, and distribution of non-prescription products/supplements, it is not a member of pharmaceutical or healthcare

trade associations and does not participate in industry groups for the purpose of policy advocacy or regulatory influence. As a result, there are no trade association memberships through which indirect lobbying or political advocacy could occur.

Controls relating to government affairs are embedded within the company's Code of Ethics and anti-bribery and corruption policies. These policies prohibit unauthorised political engagement, political contributions, and lobbying activities, whether by employees or through third parties. Employees are required to avoid conflicts of interest and to ensure that any interaction with public officials, where operationally necessary, is conducted transparently, lawfully, and for legitimate business purposes only.

The company does not operate a revolving door policy specific to government affairs, as it does not employ former government officials in roles involving regulatory or policy influence. The company also does not authorise third parties to undertake political engagement on its behalf.

4. *For companies involved in research & development, public disclosure of its R&D and intellectual property strategies and disclosure of annual resources invested in both internal and collaborative R&D activities.*

Invivo Healthcare does not conduct research and development activities related to drug discovery, clinical development, or the creation of traditional prescription-based drugs which requires pharmaceutical intellectual property. Accordingly, disclosure requirements relating to pharmaceutical R&D strategies, patent portfolios, or investment in drug development are not applicable to the company's operations.

The company does not pursue pharmaceutical intellectual property strategies, such as patenting drug compounds, biologics, or proprietary therapeutic technologies. It does not conduct clinical trials, does not develop drug candidates, and does not allocate resources to regulated pharmaceutical R&D activities.

Invivo Healthcare does, however, engage in limited scientific and technical activities to support its core offerings, including laboratory testing methodologies, evidence review, and the formulation of nutraceutical products. These activities are focused on maintaining scientific validity, quality, and safety within the scope of diagnostics and non-prescription health products, rather than generating pharmaceutical IP. Any internal resources dedicated to these activities are operational in nature and are not classified or reported as formal R&D investment.

Where collaboration occurs, it is limited to engagement with qualified laboratories, manufacturing partners, and academic or clinical experts which ensures regulatory compliance.

These collaborations do not involve joint pharmaceutical R&D, shared drug IP, or material R&D expenditure.

5. *For companies involved in research & development for priority diseases, conditions, and pathogens identified in the Access To Medicine Index, R&D processes for both internal and collaborative R&D activities must include a framework to develop equitable access plans for such projects. Access plans must be project-specific and include detailed commitments and strategies to improve access to such products in low- and middle- income countries (LMICs).*

Invivo Healthcare does not conduct biomedical R&D and does not develop drug candidates, biologics, vaccines, or other regulated medical products targeting priority diseases or pathogens. The company does not undertake internal or collaborative R&D projects within the scope of the Access to Medicine Index, nor does it engage in clinical development activities that would require project-specific access planning.

6. *For companies involved in sales, public disclosure of its approach to pricing which, at a minimum, utilizes pricing instruments that are generally accepted by public health agencies to set prices in all markets (such as internal reference pricing, external reference pricing, and value-based pricing). Additionally, for sales in LMICs, pricing strategies must prioritize the payer's ability to pay across different segments of a country's population and aim to improve access to those in need.*

Invivo Healthcare does not sell prescription medicines, or over-the-counter drugs and does not operate within regulated medicine markets. The company's sales activities are limited to non-prescription nutraceutical supplements and laboratory testing services provided primarily to healthcare practitioners, alongside education and support services.

Pricing for Invivo Healthcare's products and services is set using standard commercial principles appropriate to the wellness, diagnostics, and non-prescription health sectors. Price setting reflects factors such as cost of production and delivery, quality and safety requirements, supply chain costs, and benchmarking against comparable products and services in relevant markets. Formal pharmaceutical pricing instruments used by public health agencies, such as internal reference pricing, external reference pricing, or value-based pricing are not applicable to the health products provided by the company. Instead, the company applies market-based comparators and cost-reflective approaches to ensure fair and reasonable pricing.

Invivo Healthcare does not sell medicines in LMICs and does not participate in public procurement, reimbursement systems, or essential medicines markets. Consequently, pricing strategies aimed at improving access to medicines in LMICs, including tiered pricing or affordability-based pricing frameworks, are not applicable to the company's business model.

7. *For companies involved in sales, companies have financial incentive structures for sales agents/teams designed to encourage responsible sales practices and minimize the risk of overselling (for example, by decoupling bonuses from sales volume).*

The company's sales activities are limited to non-prescription nutraceutical supplements, laboratory testing services for healthcare practitioners, and educational or practitioner support services.

Where sales roles exist within Invivo Healthcare, incentive structures are designed to promote responsible and ethical engagement rather than maximize sales volume. Bonuses and compensation are not tied solely to sales targets, and the company emphasizes ethical, evidence-based communication with healthcare practitioners and customers. There are no practices that would encourage overselling or inappropriate promotion of its products and services.

8. *In addition to the above requirements, companies listed on the Access To Medicine Index must also achieve a score of 2.50 or higher in each of the Index's three specific topic areas*

The Index's scoring requirements is not applicable to Invivo Healthcare as they do not develop, manufacture, or sell prescription or over-the-counter medicines, nor does it conduct R&D targeting priority diseases.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through B Lab's Public Complaint Process. Grounds for complaint include:

1. Intentional misrepresentation of practices, policies, and/or claimed outcomes during the certification process, or
2. Breach of the core values articulated in our Declaration of Interdependence within the B Corp Community.