

## **Code of Business Conduct and Ethics**

This Code of Business Conduct and Ethics (the "Code") covers a wide range of business practices and procedures. While the Code does not cover every issue that may arise, it establishes basic principles to guide the directors, officers, and employees of Perma-Fix Environmental Services, Inc. (the "Company"), all of whom are expected to comply with the principles and seek to avoid improper behavior and the appearance of improper behavior. The Code should also be provided to and followed by the Company's agents and representatives, including consultants. In many cases, more specific requirements are contained in the various corporate policies, procedures, and guidelines available to you from your supervisor or the Human Resources Department.

### Compliance with Law

It is the policy of the Company that its business will be conducted in accordance with applicable federal, state, and local laws, rules, and regulations, as well as applicable laws, rules, and regulations of any foreign jurisdictions where we operate and in a manner that will reflect a high standard of ethics. The laws and regulations applicable to the Company are far-reaching and complex. Compliance with the law does not comprise our entire ethical responsibility; rather, it is a minimum, absolutely essential condition for performance of our duties. Perceived pressure from supervisors or demands due to business conditions are not excuses for violating the law. Any questions or concerns about the legality of an action should be addressed with the General Counsel of the Corporation, or, if the Corporation does not have a General Counsel, any other officer specifically designated by the Board of Directors of the Corporation (the "Board").

### Honest and Ethical Conduct

Each director, officer and employee must act with integrity and observe the highest ethical standards of business conduct in his or her dealings with the Company's customers, suppliers, partners, service providers, competitors, employees, and anyone else with whom he or she has contact in the course of performing his or her job.

### Conflict of Interest

A conflict of interest occurs when an individual's private interest (or the interest of a member of his or her family) interferes or even appears to interfere, with the interests of the Company as a whole. A conflict of interest can arise when an employee, officer, or director (or a member of his or her family) takes actions or has interests that may make it difficult to perform his or her work for the Company objectively and effectively. Conflicts of interest also arise when an employee, officer, or director (or a member of his or her family) receives improper personal benefits due to his or her position in the Company. You must disclose to your supervisor, the General Counsel or other Board-designated officer any situation that may be, or appear to be, a conflict of interest. When in doubt, it is best to disclose.

### Protection and Proper use of Company Assets

All employees, officers, and directors are responsible for protecting the Company's assets from loss, damage, misuse, or theft. The Company's assets may only be used for legitimate business purposes and any suspected incident of fraud, theft, or misuse should be reported for investigation immediately.

### Confidential and Proprietary Information

All confidential or proprietary information of the Company must be protected. Such information includes, for example, pricing, patents, trademarks, financial data, trade secrets, marketing and sales programs, research and development information, and customer and supplier information. Confidential information also includes information that suppliers and customers have entrusted to the Company. No employee should disclose the Company's confidential or proprietary information to anyone within or outside of the Company unless (a) the recipient will generally need this information to carry out his or her assigned responsibilities as an employee of the Company or as an outsider who has been properly authorized by an officer of the Company, or (b) the disclosure is legally permitted or mandated.

### Corporate Opportunities

All directors, officers and employees owe a duty to the Company to advance its interests when the opportunity arises. Directors, officers and employees are prohibited from taking for themselves personally (or for the benefit of friends or family members) opportunities discovered through the use of Company assets, property, information, or position. Directors, officers, and employees may not use Company assets, property, information, or position for personal gain

(including gain of friends or family members), and no director, officer, or employee shall conduct or support activities that compete with the Company.

#### Responsibilities to the Company's Employees

Abusive, harassing, or offensive conduct, whether verbal or physical, is unacceptable. Examples include derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. The Company does not tolerate discrimination or harassment based on race, religion, national origin, sex, age, physical or mental disability, marital status, sexual orientation, or any other protected class in dealing with employees, customers, suppliers, or any other business contacts. The Company prohibits and does not tolerate or condone sexual harassment by co-workers, supervisors, customers, or other non-employees who conduct business with the Company. Employees are directed to report harassment when it occurs to the Human Resources Department or a Company officer. All personnel are expected to comply with all health and safety laws and regulations and Company policies governing health and safety. All personnel should immediately report accidents, injuries, and unsafe equipment, practices, or conditions to a supervisor or Company officer. Any employee who feels that a work situation is unsafe should shut down the process and work with appropriate team members/supervisors to create a safe condition.

#### Fair Competition and Dealing

No employee should ever use illegal or unethical methods to gather competitive information. Stealing or possessing proprietary or trade secret information obtained without consent or inducing such disclosures by past or present employees of other companies is prohibited. Additionally, the Company and its employees must comply with state and federal antitrust and unfair competition laws, and applicable antitrust and unfair competition laws of other countries in which the Company does business. Employees who question whether a contemplated action may violate fair competition laws should speak to the General Counsel or Company officer. Each employee, officer, and director should deal fairly with the Company's customers, suppliers, competitors, and employees. No one should take unfair advantage of such persons through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

#### Additional Requirements for CEO and Senior Financial Officers

- The CEO and the Senior Financial Officers, which includes the CFO and those who perform CFO-related activities, are responsible for full, fair, accurate, timely, and understandable disclosure in the reports and documents filed with or submitted to the Securities and Exchange Commission ("SEC") and such filings are in compliance with applicable federal securities law and SEC rules. It further is the responsibility of the CEO and each of the Senior Financial Officers to promptly notify the Audit Committee of any material information of which he or she may become aware that affects Company disclosures in its public filings or other public communications or otherwise assists the Audit Committee in fulfilling its responsibilities.
- The CEO and each Senior Financial Officer shall promptly bring to the attention of the Audit Committee any information he or she may have concerning (a) significant deficiencies in the design or operation of internal controls that could adversely affect the Company's ability to accurately record, process, summarize and report financial data or (b) any fraud, whether or not material, that involves management or other employees who have a significant role in the Company's financial reporting, disclosures or internal controls.
- The CEO and each Senior Financial Officer will exhibit and promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between their personal and professional relationships; and
- The CEO and each of the Senior Financial Officers shall promptly bring to the attention of the CEO and the Audit Committee any information they may have concerning a possible violation of the Company's Code for financial executives.
- The CEO and each Senior Financial Officer shall promptly bring to the attention of the General Counsel, if the Company has a General Counsel or the CEO and to the Audit Committee any information he or she may have concerning evidence of a violation of the securities laws or the laws, rules or regulations applicable to the Company and the operation of its business, by the Company or any agent thereof, or of violation of the Code for financial executives or of these additional standards.
- The Board of Directors, which may duly delegate responsibilities in this regard, shall determine actions to be taken in the event of violations of the Code for financial executives, including these additional standards, to deter wrongdoing and promote strict accountability and may include (as the Board determines) one or more of the following actions: written notices to offending parties of the finding, Board censure, demotion or re-assignment of the offender, suspension with or without pay or benefits, and/or termination of employment. In determining appropriate action(s), the Board may take into account all relevant information, including the nature and severity of the violation, whether a repeated violation is at issue, whether the violation was intentional, and whether the offender had been forewarned of the misconduct.

### Reporting

The Company's Integrity Line (identified below) allows anyone to confidentially report any known or suspected violation of this Code, and such report is strongly encouraged and can be made by anyone, anonymously or otherwise.

- To the Company's third-party Integrity Line: 1-844-714-0960 or
- To the Chairman of the Board's Audit Committee c/o 8302 Dunwoody Place, Suite 250, Atlanta GA 30350
- To the Company's internal audit department c/o [cmiller@hancockaskew.com](mailto:cmiller@hancockaskew.com) or call (678) 992-1562.

### Anti-Retaliation

Retaliation against any person based on their acting in good faith to seek advice, raise a concern, or report misconduct is strictly prohibited. Any individual who is determined to have engaged in this type of retaliatory behavior will be subject to discipline, up to and including termination of employment or service with the Corporation. If you feel that you have been subjected to this type of retaliation, you should immediately report the matter to your supervisor, the Human Resources Department, or an officer of the Corporation.

It is unacceptable for any person to file a false report under this Code, and doing so will subject the individual to discipline, up to and including termination of employment or service with the Company.

### Waiver of the Code

In certain extraordinary situations, a waiver of a provision of the Code may be granted. Contact the General Counsel or other Board-designated officer, if you believe special circumstances warrant a waiver of any of the Code's provisions. Any waiver of the Code for executive officers or directors may be made only by the Board. Waivers of the Code for executive officers or directors will be disclosed within four business days to the extent required by applicable laws and regulations or stock exchange rules.