

Neta Scientific, Inc. Corporate Social Responsibility (CSR) Policy

POLICY BRIEF & PURPOSE

Our Corporate Social Responsibility (CSR) company policy focuses on our responsibility toward our environment and the local and global scientific communities. In every interaction with our staff, suppliers, and customers, we demonstrate our five core values which serve as the backbone to Neta Scientific, Inc.'s Credo, "Exceeding our Customers' Expectations in Everything We Do!" Our core values, known as The Neta Way, are Integrity, Mutual Respect, Flexibility, Corporate Citizenship, and Innovation.

Neta Scientific, Inc. is committed to distributing and sourcing high-quality products that meet our customers' requirements in a manner consistent with Business and Ethical standards. As a distributor of scientific supplies, Neta Scientific, Inc. ensures that our staff and related partners consistently apply high storage standards, delivery, processing, and ethical behavior.

Specifically, we strive to meet all regulatory and legal requirements in the business and ethical areas. These requirements include proper hazmat storage and handling, validation of end-user usage, and federal audits.

Whenever possible, we will actively support additional special requirements, such as sustainability initiatives and LEAN or Just in Time (JIT) sourcing, and the diverse needs of our customers.

SCOPE

This policy applies to Neta Scientific, Inc. executive management and staff. It also refers to our suppliers, their contractors, and our vendors.

POLICY ELEMENTS

Neta Scientific, Inc.'s Corporate Social Responsibility policy integrates goals and actions that impact social, economic, and environmental sustainability. Proactiveness drives every initiative to promote human rights, help communities and protect our natural environment. Furthermore, compliance guides our company's commitment to legality and willingness to observe community values.

Compliance & Business Ethics

Neta Scientific, Inc. will:

- Respect the law and honor its internal policies.
- Ensure that all its business operations are legitimate.
- Keep every partnership and collaboration open and transparent.

Neta Scientific, Inc. will always conduct business with integrity and respect for human rights through the following:

- Safety and fair management of our staff.
- Protect consumer health and safety.
- Anti-bribery and anti-corruption principles.

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Corporate Social Responsibility Practices

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices with energy use, water use, waste management, recycling, and eco-friendly office and business travel policies.

Protecting people

Neta Scientific, Inc. will ensure that we:

- Protect the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity, equity, and inclusion.

Human Rights

Our company is dedicated to protecting human rights. We are a committed equal-opportunity employer and will abide by all fair labor practices. We ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labor).

Proactiveness

Sustainable Procurement

Neta Scientific, Inc. has adapted sustainable procurement into our CSR policy through our supplier partnerships. We actively partner with our suppliers to define their core sustainability values in business operations and product production. Through our Sustainable Product Program, we focus on identifying products at the SKU level to showcase suppliers' supply chain innovations and offer a robust portfolio of products in support of our mutual customer initiatives.

Donations and aid

Our company preserves a budget to make monetary and product donations. Through these donations, we aim to:

- Advance the local community.
- Empower the global scientific community.
- Alleviate those in need.

Volunteering

Neta Scientific, Inc. has a dedicated Employee Engagement Committee devoted to organizing and implementing volunteer events throughout the calendar year and annually. Our employees are encouraged to participate in volunteer events when possible. Neta Scientific, Inc. may also sponsor volunteer events from other organizations.

Protecting the Environment

At Neta Scientific, Inc., we encourage sustainability as a holistic practice in business and at home while continually promoting our efforts and evolving to support our customers as needs and goals shift.

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Neta Focus on our Practices:

- **Recycle Program** – in 2016, we implemented our Warehouse Corrugated Recycle Program to maximize recycled content by reusing corrugated boxes, when suitable, for product shipments.
- If not suitable, using an industrial cardboard shredder in our Hainesport, NJ warehouse, we turn corrugated boxes and containers into cushioned packaging inserts for use in product shipments.
- We participate in Waste Management's Recycle Right Program to practice simplified recycling by recycling all bottles, cans, and paper, keeping all items clean and dry, and no plastic bags.
- **Energy Savings** – converted all lighting in our office and warehouse locations to LED lighting.
- Reduction of printed literature and increasing the use of electronic flyers, catalogs, and brochures.
- **Bulk Packaging** – when consolidating orders, we ship in-stock items from our warehouse locations in bulk packaging, including pallet sizes.

Community Development

Neta Scientific, Inc. empowers our staff to support nonprofit organizations in our local community to promote cultural and economic development through outreach programs.

Seeding Labs

Neta Scientific, Inc. has been a proud donor and supporter of Seeding Labs since 2015. Seeding Labs provides donated high-quality lab equipment and resources to scientists in developing countries at universities and research institutions, giving them access to the tools and equipment needed to participate in the global science community.

Through our partnership, we ensure that coveted lab equipment and consumables find a second life in labs where they're needed most. [Read more](#) about our partnership and our Gold Level donor status milestone.

Education

Neta Scientific, Inc. actively invests in research & development (R&D). Through our core value of flexibility, we maintain stakeholder engagement and communication with an open-minded approach to suggestions presented by our staff and customers. Our company actively integrates continuous improvement into our standard operating procedures and customer and supplier relationships.

Neta Scientific, Inc. recognizes the [Sustainable Development Goals \(SDGs\)](#) adopted by the United Nations in 2015. The 17 SDGs should be a resource for all organizations to implement sustainable and impactful change in all areas.

We readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

Review and Documentation Policy

This policy is reviewed and approved annually by Neta Scientific, Inc. executive management and applies to Neta Scientific Inc. operations in the U.S. Printed copies of this document are uncontrolled.

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