

## Neta Scientific, Inc. Supplier Code of Conduct

### POLICY BRIEF & PURPOSE

Neta Scientific, Inc. has operated with high ethical business standards and integrity in the communities where we work and live for 24 years. To preserve the trust placed in us, we rely on our Suppliers and business partners across the globe to commit to and uphold our high standards of integrity, values, and operating principles.

Neta Scientific, Inc. expects its Suppliers (including but not limited to the operations of their contractors and any permitted sub-contractors) to comply with the requirements in this Supplier Code concerning their operations, products, and services.

### SCOPE

Our Supplier Code of Conduct outlines our expectations and guidelines concerning responsible sourcing, including our commitments to human rights, the environment, health and safety, ethical business practices, and developing a diverse and sustainable supply chain.

By accepting any purchase order from Neta Scientific, Inc., the Supplier acknowledges its acceptance of the Supplier Code and intention to comply with its requirements.

Suppliers may never engage in any activity prohibited by this Code of Conduct by knowingly employing – or failing to impose appropriate corrective action, up to and including termination, upon a subcontractor or Supplier who performs the prohibited activity on behalf of the Neta Scientific, Inc. Supplier.

### POLICY ELEMENTS

Our company's Supplier Code of Conduct includes the following elements: Labor Practices and Standards, Ethical Business Practices, and Environmental Policy.

#### Labor Practice and Standards

- Suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to the elements outlined in the [SA8000 Standard](#) created by Social Accountability International (SAI).
- At a minimum, Suppliers shall operate in ways that meet fundamental responsibilities in human rights, labor, environment, and anti-corruption in accordance with [The Ten Principles of the UN Global Compact](#). The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.
  - Human Rights (Principles 1 and 2)
  - Labor (Principles 3 – 6)
  - Environment (Principles 7 – 9)

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○ Anti-Corruption (Principle 10)

- Suppliers shall provide equal remuneration and shall respect, within the framework of local laws and established practices, the principles of Article 1 in the Equal Remuneration Convention 100 and Article 1 in the Discrimination [Employment and Occupation] Convention 111 of the International Labor Organization.
- Suppliers shall comply with all applicable Equal Opportunity laws and accompanying regulations: Executive Order 11246, as amended, (and its implementing regulations at 41 C.F.R. part 60); The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R 60-741); and, Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).
- Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labor Convention 182 of the International Labor Organization.
- Suppliers shall not make use of forced or compulsory labor as described in Article 2 in the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105 of the International Labor Organization.
- Suppliers shall respect, within the framework of local laws and established practices, the principles of Article 2 in the Freedom of Association and Protection of the Right to Organize Convention 87 and Articles 1 and 2 in the Right to Organize and Collective Bargaining Convention 98 of the International Labor Organization.

### Ethical Business Practices

- Direct Material Suppliers shall comply with Neta Scientific Inc.'s general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Neta Scientific, Inc. and its customers per Neta Scientific, Inc. General Specification for the Environment (GSE), Drawing A-5951-1745-1, as well as any additional and applicable material content regulations.
- Suppliers shall take reasonable measures to ensure products, parts, components, and materials supplied to Neta Scientific, Inc. and its customers are "DRC (Democratic Republic of Congo) conflict-free" as that term is used under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("the Dodd-Frank Act").
- Suppliers shall comply with all applicable anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.
- Suppliers shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of antitrust laws.

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- Suppliers shall comply with applicable security and privacy laws and regulations and data retention requirements in all situations when conducting business with Neta Scientific, Inc. Suppliers must always ensure that they have appropriate technical and security measures in place to protect Neta Scientific, Inc.'s confidential information from unauthorized disclosure. Suppliers may not outsource, disclose, share, or use this information with anyone, or for any purpose, outside the terms of their agreement(s) with Neta Scientific, Inc.

### Environmental Policy

- Neta Scientific, Inc. is committed to protecting and respecting our environment. At a minimum, Suppliers and their contractors shall follow all applicable environmental laws, regulations, and standards. This commitment includes chemical and waste management and disposal requirements, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits, certifications, and environmental reporting.
- Neta Scientific, Inc.'s commitment to sustainability and environmental protection is consistent with our [Environmental, Health and Safety \(EHS\) Policy](#).
- Suppliers shall review the criteria outline in the [ISO 14000](#) family of standards and actively adopt ways to implement an environmental management system (EMS). The ISO 14000 family includes:
  - ISO 14001:2015 (used to enhance environmental performance)
  - ISO 14004:2016 (provides general guidance on the implementation of a reliable EMS)
  - ISO 14005:2019 (provides guidelines for a phased approach to implementation of an EMS)
- Suppliers should conserve natural resources by reducing water use, energy consumption, and greenhouse gas emissions and managing/minimizing waste.
- Suppliers will, upon request, provide Neta Scientific, Inc. with information on their sustainability performance.
- Suppliers are encouraged to voluntarily report sustainability-related progress utilizing [UN Sustainable Development Goals](#) (UN SDG), RobecoSAM, EcoVadis, Environmental, Social, and Governance (ESG), Corporate Social Responsibility (CSR), Carbon Disclosure Project (CDP) or other similar resources.

### 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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