

Neta Scientific, Inc. Supplier Code of Conduct

POLICY BRIEF & PURPOSE

Neta Scientific, Inc. has maintained high ethical business standards and integrity for over 25 years. To uphold the trust placed in us, we depend on our suppliers and business partners worldwide to commit to and maintain these high standards of integrity, values, and operating principles.

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

SCOPE

Our Supplier Code of Conduct outlines our strong commitment and guidelines to responsible sourcing. It emphasizes our dedication to human rights, health and safety, environmental stewardship, ethical business practices, and developing a diverse, sustainable supply chain.

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

Suppliers must not participate in any activities prohibited by this Code of Conduct. This includes knowingly employing or failing to take appropriate corrective action, up to and including termination, against a subcontractor or Supplier who engages in prohibited activities on behalf of Neta Scientific, Inc.

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 local, national, and international labor laws, rules, regulations, and standards, including but not limited to the elements outlined in the [SA8000 Standard](#) created by Social Accountability International (SAI).
- Suppliers shall operate in ways that, at a minimum, meet fundamental human rights, labor, environment, and anti-corruption responsibilities per [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)
 - Anti-Corruption (Principle 10)

Exceeding Customer Expectations in Everything We Do for 25 years.

- Suppliers must ensure equal pay for all employees and adhere to the principles defined in Article 1 of Equal Remuneration Convention 100 and Article 1 of Discrimination (Employment and Occupation) Convention 111 of the International Labor Organization (ILO), in accordance with local laws and established practices.
- 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 underage labor as defined by the International Labor Organization (ILO) Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor).
- Suppliers shall not use forced or compulsory labor as defined by the International Labor Organization (ILO) in Article 2 of Convention 29 (Forced Labor) and Article 1 of Convention 105 (Abolition of Forced Labor).
- Suppliers shall respect the principles as defined by the International Labor Organization (ILO) in Article 2 of Convention 87 (Freedom of Association) and Articles 1 and 2 of Convention 98 (Right to Organize and Collective Bargaining).
- Suppliers shall comply with all applicable legal standards regarding wages and benefits. This means ensuring that employees receive at least the minimum wage required by local laws. Suppliers are responsible for the timely payment of wages, compliance with overtime regulations, and provision of legally mandated benefits such as health insurance, paid leave, and any other local requirements. Additionally, Suppliers should ensure that compensation is fair and sufficient to meet the basic needs of their employees and their families, following local labor laws and international guidelines.
- Suppliers shall ensure a safe work environment that complies with health and safety regulations. They must conduct ongoing emergency procedures and ensure that all employees are trained and aware of these procedures through regular drills. A comprehensive health and safety training program should be in place and include topics such as safe work practices and proper use of personal protective equipment (PPE).

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. These products should adhere to [ISO 9001](#) and [ISO 13485](#) standards and 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 comply with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("the Dodd-Frank Act"). Suppliers shall disclose their use of conflict minerals from the Democratic Republic of the Congo (DRC) and adjoining countries.

Exceeding Customer Expectations in Everything We Do for 25 years.

- Suppliers must meet product quality standards and ensure compliance with specifications and relevant certifications by implementing continuous quality monitoring, conducting regular inspections, and addressing defects promptly.
- A commitment to continuous improvement is required, including regular reviews of quality systems and prompt corrective actions for any issues.
- Neta Scientific, Inc. may assess Supplier compliance through audits. Suppliers must cooperate and provide the necessary documentation. Neta Scientific, Inc. will review accurate compliance records, quality measures, and safety practices.
- Suppliers must take immediate corrective action and inform Neta Scientific, Inc. if non-compliance occurs.
- 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 adhere to fair business practices, antitrust laws, and regulations, and shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices violating antitrust laws.
- Suppliers shall comply with all applicable security and privacy laws and regulations and data retention requirements when doing business with Neta Scientific, Inc. Suppliers must always ensure that they have appropriate technical and security measures to protect Neta Scientific, Inc.'s confidential information from unauthorized disclosure. Suppliers are prohibited from outsourcing, disclosing, sharing, or using this information with anyone, or for any purpose, outside the terms of their agreement(s) with Neta Scientific, Inc. Additionally, Suppliers must respect intellectual property rights and prevent infringement upon any intellectual property owned by Neta Scientific, Inc. or third parties during their business operations.
- If a Supplier suspects fraudulent activity from a party pretending to be Neta Scientific, Inc., the Supplier may report said incidents to the IT team at info@netascientific.com or confirm the exchange with a known contact.
- Suppliers shall establish competitive pricing that reflects fair market value and notify Neta Scientific, Inc. of any price changes or adjustments with at least sixty (60) days' notice.
- Suppliers must comply with all applicable tariffs, trade regulations, and customs laws, ensuring that all documentation is accurate. They should promptly communicate to Neta Scientific, Inc. about any impact of tariffs on pricing and supply. Neta Scientific, Inc. may request that Suppliers provide company statements stating justification for pricing changes.

Environmental Policy

- Neta Scientific, Inc. is committed to protecting and respecting our environment. Suppliers and contractors shall follow all applicable environmental laws, regulations, and standards. This commitment includes chemical and waste management and disposal requirements, recycling, industrial wastewater treatment

Exceeding Customer Expectations in Everything We Do for 25 years.

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 outlined 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 the implementation of an EMS)
- Suppliers should conserve natural resources by reducing water use, energy consumption, and greenhouse gas emissions while managing/minimizing waste.
- Suppliers will provide Neta Scientific, Inc. with information on their sustainability performance and initiatives upon request.
- Suppliers are encouraged to voluntarily report sustainability-related progress using the [UN Sustainable Development Goals](#) (UN SDG), Robeco SAM, EcoVadis, Environmental, Social, and Governance (ESG), Corporate Social Responsibility (CSR), Carbon Disclosure Project (CDP), or similar resources.

GOVERNANCE, REVIEW, AND DOCUMENTATION

Neta Scientific, Inc.'s executive management reviews and approves this policy annually, which applies to our U.S. operations. Continuous improvement is essential, and we remain committed to refining our policies in accordance with evolving standards.

Please note that printed copies of this document are uncontrolled.

Exceeding Customer Expectations in Everything We Do for 25 years.