



Bio-Organic Catalyst, Inc.

Human Rights Policy

Human Rights Respect

We are committed to respecting all human rights and have a responsibility, individually and collectively, to bring this policy to life in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers and independent contractors. This policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. Our ongoing work is to embed human rights considerations in all relevant business decisions.

Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We strive to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We do not tolerate disrespectful or inappropriate behavior, harassment, unfair treatment or retaliation of any kind.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe, healthy and productive workplace that complies with applicable safety and health laws and regulations.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable labor and employment laws.