

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

POLICY BRIEF & PURPOSE

At Neta Scientific, Inc., our Corporate Social Responsibility (CSR) policy reflects our commitment to ethical, sustainable, and socially conscious practices across our business operations. We are dedicated to supporting the environment, promoting human rights, and strengthening the global and local scientific communities. Our long-term goal is to drive positive impact through procurement by:

- Sourcing and distributing sustainable products from environmentally and socially responsible suppliers.
- Promoting awareness of sustainability practices within our supply chain.
- Engaging partners in collaborative sustainability initiatives.

Our actions are guided by our five core values—**Integrity, Mutual Respect, Flexibility, Social Responsibility, and Innovation**—known as **The Neta Way**. These values are foundational to our Credo: *"Exceeding Our Customers' Expectations in Everything We Do!"*

We aim to deliver high-quality products and services while operating with integrity, compliance, and a deep respect for all stakeholders—employees, customers, suppliers, and communities.

SCOPE

This policy applies to all Neta Scientific, Inc. employees and executive leadership, as well as to our suppliers, vendors, and business partners.

POLICY ELEMENTS

Our CSR framework is built on two key pillars: **Compliance** and **Proactiveness**. These pillars ensure we meet legal and ethical standards and go beyond them to make a lasting positive impact.

Compliance & Business Ethics

We are committed to conducting business lawfully, ethically, and transparently. Neta Scientific, Inc. will:

- Comply with all relevant laws, regulations, and internal policies.
- Conduct operations with integrity and transparency.
- Maintain fair labor practices and ensure a safe, respectful workplace.
- Uphold anti-bribery and anti-corruption principles.
- Support consumer safety and product quality.

Corporate Social Responsibility Practices

Environmental Stewardship

We recognize the importance of environmental sustainability and implement responsible practices across our operations:

- Adhere to best energy and water use practices, waste reduction, and recycling.
- Maintain eco-conscious business travel and facility management policies.

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- Encourage sustainability both at work and at home.

Key Initiatives

- **Corrugated Recycle Program:** Launched in 2016 to reuse shipping boxes or convert them into sustainable packaging.
- **LED Conversion:** Upgraded all lighting systems to energy-efficient LED.
- **Digitalization:** Reduced paper usage through digital flyers, catalogs, and brochures.
- **Bulk Packaging:** Consolidate shipments using environmentally friendly bulk and pallet packaging.
- **Waste Management Partnership:** Active participation in Waste Management's Recycle Right® program for proper recycling practices for businesses.

Human Rights & Labor Practices

We are an equal opportunity employer committed to fair labor standards and the protection of human rights.

- Oppose all forms of forced or child labor.
- Ensure ethical treatment of workers across our supply chain.
- Promote diversity, equity, and inclusion in our workplace.

Health, Safety & Well-Being

We are dedicated to protecting the safety of our employees, customers, and communities:

- Maintain high standards for workplace health and safety.
- Support employee wellness programs.
- Ensure safe handling and storage of materials, including hazardous goods.

Sustainable Procurement

Sustainability is embedded in our sourcing and supply chain management:

- Partner with suppliers who share our sustainability values.
- Identify environmentally innovative products through our **NetaSelect Sustainability Program**, promoting eco-conscious product selection at the SKU level.
- Support customer goals, including LEAN, Just-in-Time (JIT), and other efficiency-focused strategies.

Community Engagement & Philanthropy

We invest in causes that align with our mission to strengthen science and community development:

- Allocate a budget for product donations and funding to support local non-profit organizations.
- Support **Seeding Labs**, providing surplus consumables and lab equipment to scientists in developing countries. We are proud to have been an Instrumental Access donor since 2015.
- Encourage employees to volunteer through our **Philanthropy Club**, which organizes events yearly and supports external volunteer initiatives.

Education & Innovation

We support R&D, continuous improvement, and inclusive stakeholder engagement:

- Invest in research and innovation in life sciences.
- Promote open-minded communication with staff, customers, and partners.

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- Incorporate flexibility and improvement into all standard operating procedures.

Alignment with Global Goals

Neta Scientific, Inc. supports the [United Nations Sustainable Development Goals \(SDGs\)](#) as a guiding framework for driving positive changes across environmental, social, and economic dimensions.

Our Company SDG Strategy: [SDG3](#), [SDG5](#), [SDG12](#), [SDG17](#)

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.

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