



July 01, 2024

**POLICY STATEMENT REGARDING
Anti-Discrimination**

BioSpectra Inc., is committed to providing a work environment that is free from discrimination and harassment. Discrimination against employees, applicants, or clients on the basis of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability, genetic information, or any other characteristic protected by applicable law is strictly prohibited. This policy statement is also referenced in our BioSpectra Employee Handbook: Section 1.

We believe in treating all individuals with dignity and respect. Our anti-discrimination policy applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination. It also applies to interactions with clients, customers, suppliers, and other stakeholders.

Managers, supervisors, and employees at all levels are responsible for implementing this policy and ensuring compliance with nondiscrimination principles. Any form of discriminatory behavior or harassment will not be tolerated and may result in disciplinary action, up to and including termination of employment or contract.

BioSpectra Inc., encourages employees to report any concerns or complaints about discrimination or harassment promptly. We will investigate all allegations thoroughly and take appropriate action. Retaliation against individuals who report discrimination or participate in investigations is also strictly prohibited.

Anonymous Hotlines are made available and promoted through the organization. BioSpectra, Inc. has implemented an electronic platform, called ReportIT, which provides employees with the opportunity to anonymously report concerns regarding discrimination and other related unwarranted conduct. As outlined in our Employee Handbook: Section 1 - Diversity.

Continuous Improvement:

We will continuously review and improve our policies, practices, and procedures related to anti-discrimination and safety in the workplace to ensure alignment with internationally recognized principles and best practices.



Policy Review:

This policy will be reviewed annually or as needed to ensure its effectiveness and relevance.

Policy Approval: Authorized person name: Paul DiMarco - Title: Sr. Vice President

A handwritten signature in black ink, appearing to read "Paul DiMarco".

Paul DiMarco | Senior Vice President

Commercial Operations

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