



Zeneric LLC – Compliance Policy Statements

Responsible Sourcing Statement

Zeneric LLC purchases only finished electrical products from established U.S. distributors and OEMs such as Wesco, Graybar, Eaton, and Schneider Electric. We do not procure raw minerals directly. We support the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and require our suppliers to follow applicable U.S. laws and their own conflict minerals and ethical sourcing programs. We will remove or remediate suppliers that fail to meet these standards.

Human Rights Risk Assessment Process

Zeneric LLC evaluates human-rights risks informally as part of supplier and subcontractor selection. 1. Zeneric works only with established U.S. distributors and manufacturers (e.g., Wesco, Graybar, Eaton, Schneider) who maintain their own human-rights and labor-compliance programs. 2. Prior to onboarding a new supplier, Zeneric confirms the supplier's public ethics or sustainability statement and verifies that no labor or human-rights violations are reported. 3. All employees and subcontractors are expected to comply with U.S. labor laws and OSHA workplace standards. 4. The policy is reviewed annually and updated as new suppliers are added.

Environmental Risk Prevention Policy

Zeneric LLC sources only from U.S. distributors and manufacturers who follow EPA, OSHA, and ISO 14001-aligned environmental programs. We minimize packaging waste, recycle electronic components, and ensure responsible disposal of lighting and electrical materials.

through certified facilities. Environmental compliance is confirmed through supplier documentation.

Equal Opportunity & Non-Discrimination Policy

Zeneric LLC provides equal opportunity in all employment and contracting practices without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other protected category. We maintain a workplace free of discrimination, harassment, and retaliation and promote fairness in all business dealings. This policy applies to all employees, applicants, suppliers, and subcontractors and aligns with federal EEO and VA SDVOSB standards.

Working Hours & Employee Well-Being Policy

Zeneric LLC complies with all federal and state labor regulations governing maximum working hours, overtime, and rest periods. Employees are scheduled to ensure adequate rest and safety, and no person is required to work beyond lawful limits. We encourage flexible scheduling to balance work and family responsibilities.

Fair Compensation & Living Wage Statement

Zeneric LLC ensures that all employees and contracted workers are paid wages that meet or exceed the applicable federal and state minimums. Compensation is reviewed periodically to ensure fairness relative to cost of living and industry standards. Our suppliers are required to pay their workers in compliance with U.S. labor laws and maintain ethical payment practices.

Freedom of Association & Collective Bargaining Policy

Zeneric LLC respects the right of employees to freely associate, form, or join lawful labor organizations and to bargain collectively as permitted by law. No employee will be discriminated against or penalized for exercising these rights. We also expect our suppliers and partners to respect these same freedoms in their workplaces.

Employee Grievance & Reporting Procedure

Zeneric LLC maintains an open-door policy for raising concerns about workplace conduct, ethics, or compliance. Employees may report issues directly to management or by email at support@zenericllc.com. All complaints are treated confidentially and investigated promptly without retaliation. This procedure covers concerns related to discrimination, harassment, safety, or human-rights violations.