



## **Zeneric LLC – Compliance and Ethics Policies**

This document sets forth the compliance, ethics, and workplace policies of Zeneric LLC. These policies apply to all employees, officers, subcontractors, suppliers, and business partners, as applicable. Unless otherwise stated, references to “the Company” refer to Zeneric LLC.

### **Responsible Sourcing Statement**

The Company sources products, materials, and services from U.S.-based suppliers and subcontractors that comply with applicable federal, state, and local laws. The Company does not directly procure raw minerals. Suppliers are expected to maintain ethical sourcing practices, lawful labor standards, and environmentally responsible operations consistent with U.S. regulations and contractual requirements.

### **Human Rights Risk Assessment Process**

The Company conducts periodic reviews of its operations and supplier relationships to identify and mitigate potential human rights risks. This process considers labor practices, workplace safety, legal compliance, and ethical conduct. Identified risks are addressed through supplier vetting, contractual requirements, and ongoing monitoring.

### **Environmental Risk Prevention Policy**

The Company operates in compliance with applicable environmental laws and regulations, including EPA and state requirements. Environmental risks related to material handling, waste generation, and operational activities are identified and controlled to prevent environmental harm.

### **Equal Opportunity & Non-Discrimination Policy**

The Company 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 characteristic. Discrimination, harassment, and retaliation are prohibited. This policy applies to employees, applicants, suppliers, and subcontractors.



### **Working Hours & Employee Well-Being Policy**

The Company complies with all applicable wage, hour, overtime, and rest-period laws. Work schedules are managed to promote safety, adequate rest, and employee well-being.

### **Fair Compensation & Living Wage Statement**

The Company provides compensation that meets or exceeds applicable federal and state minimum wage and overtime requirements. Compensation practices are reviewed periodically to ensure fairness relative to role, experience, and market conditions.

### **Freedom of Association & Collective Bargaining Policy**

The Company respects the rights of employees to freely associate, organize, and engage in collective bargaining, as permitted by law. No employee will be subject to retaliation for exercising these rights.

### **Employee Grievance & Reporting Procedure**

The Company maintains a mechanism for reporting concerns related to ethics, workplace conduct, safety, or compliance. Reports may be made to management or designated reporting channels and are handled confidentially and without retaliation.