

HUMAN RIGHTS AND LABOR POLICY

Harassment-Free Workplace

Bradford Labs is committed to providing a work environment free of harassment. As a result, we maintain a strict policy prohibiting harassment in the workplace because of race, color, religion, gender, age, veteran or military status, ancestry or national origin, sexual orientation, gender identity or expression, disability, or any other status protected by federal, state, or local law. Our harassment-free policy applies to all persons involved in our operations and prohibits harassment by or towards any employee of the Company, and by or towards any third parties who are present in the workplace, such as vendors or customers.

All persons involved in our operations are expected to comply with the Company's harassment-free policy. While the policy sets forth the Company's goal of promoting a workplace that is free of harassment, the policy is not designed or intended to limit the Company's authority to discipline or take remedial action for workplace conduct that the Company deems to be unacceptable, regardless of whether that conduct satisfies the definition of unlawful harassment.

Reporting and Non-Retaliation

Any employee, contractor, or third party who believes this policy has been violated is encouraged to report the concern promptly to their manager, Human Resources, or the Company's confidential reporting hotline. Bradford Labs prohibits retaliation against anyone who reports a concern in good faith or participates in an investigation. Reports will be handled confidentially to the extent possible and investigated promptly.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor in our operations and supply chain, including indentured labor, bonded labor, prison labor, modern forms of slavery, and any form of human trafficking. We do not tolerate the withholding of wages, identity documents, or personal property as a condition of employment, and we prohibit the charging of recruitment fees to workers. We expect our suppliers to uphold the same standards and reserve the right to audit compliance.

Child Labor

We prohibit child labor in all our operations. We do not employ anyone under the age of 18 in any jurisdiction where we operate.



Freedom of Association and Collective Bargaining

We respect the rights of our employees to freely associate, join or refrain from joining labor organizations, and bargain collectively in accordance with applicable law. We do not retaliate against employees who exercise these rights.

Wages and Working Hours

We pay wages and benefits that meet or exceed the legal minimum in every jurisdiction where we operate, and we comply with all applicable laws on working hours, overtime, and rest periods.

Commitment to Safety

We are committed to managing Environmental, Health, Safety, and Security (EHS&S) matters as an integral part of our business. This includes providing a safe working environment, with Zero Harm as our goal, and protecting the environment that surrounds our facilities.

We will adhere to the following corporate principles:

1. Comply with all applicable laws, regulations, and standards. Implement programs and procedures to ensure such compliance.
2. Develop and maintain management policies, systems, and procedures specifically designed to prevent activities and/or conditions that pose a threat to human safety and health or to the environment.
3. Identify, assess, and mitigate EHS&S risks associated with our operations, products, and services through systematic risk assessment and hazard analysis.
4. Provide employees and contractors with the training, resources, and personal protective equipment necessary to perform their work safely and in an environmentally responsible manner.
5. Promptly investigate and report all incidents, near-misses, and unsafe conditions, and implement corrective actions to prevent recurrence.
6. Engage employees, contractors, and the communities in which we operate in our EHS&S efforts, and encourage open reporting of concerns without fear of retaliation.
7. Continuously improve our EHS&S performance by setting measurable objectives, monitoring progress, and reviewing our management systems regularly.



Governance and Review

This policy is owned by Bradford Labs' Human Resources function with oversight from the Board of Directors. It will be reviewed at least annually and updated as needed to reflect changes in law, business operations, and stakeholder expectations. Questions about this policy should be directed to Human Resources.

A handwritten signature in black ink that reads 'Shaun Gaus'.

Shaun Gaus, PhD
President & CEO

A handwritten signature in black ink that reads 'Katie Duncanson'.

Katie Duncanson
VP of Human Resources