

Jupiter Environmental Laboratories, Inc.

Human Rights Policy

We are committed to respecting the human rights and dignity of individuals within our operations, supply chain, and communities where we do business.

In accordance with relevant laws and regulations, we are committed to the following:

- We treat all people with respect and dignity.
- We strive for and foster a workplace free of harassment and discrimination.
- We promote inclusion and diversity in the workplace.
- We prohibit forced, bonded, trafficked and child labor.
- We recruit ethically.
- We provide fair wages and benefits.
- We promote and protect health and safety in the workplace.
- We prohibit practices that impede the possession of or unrestricted access to personal identification documents.
- We recognize the freedom of workers to associate or not associate with a labor union, and to collectively bargain when represented by a legally recognized labor union.

We conduct due diligence to avoid complicity in human rights abuses, and we seek to avoid causing or contributing to adverse human rights impacts through our own activities and business relationships. We operate in a spirit of continuous improvement and are committed to increasing our capacity to identify and respond to concerns.

Where applicable law conflicts with our Policy, we maintain legal compliance but seek to raise awareness of best practices within our spheres of influence.

We deliver human rights-related training and awareness-raising activities among employees.

We monitor and report externally on our human rights commitments and efforts.

We expect our suppliers to comply with contractual requirements and to respect human rights in a manner consistent with this Policy within their operations and supply chains, or such higher standards as required by law or contract.

We work to promote respect for human rights within our spheres of influence through stakeholder engagement, collaboration, and participation in various forums.

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We encourage our employees, suppliers, and stakeholders to speak up, without retribution, about any concerns. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for having reported suspected violations of this Policy.

Workers, suppliers and others are encouraged to report any suspected violations of this Policy by contacting our QAD Kim Anderson at 561.575.0030 or kanderson@jupiterlabs.com

This Policy is guided by international principles including those encompassed in the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

We prioritize the management of human rights impacts and modern slavery risk based upon our operational context and ability to influence. We thus concentrate on labor and employment practices and worker welfare. In recognition that other rights may become more salient over time, we regularly review our focus areas and approach.