



Nova Molecular Human Rights Policy

Nova Molecular Technologies takes Human Rights seriously. The success of our Company has been built on high standards of integrity and safety. The Company expects these standards to be diligently applied to its respect for Human Rights.

This policy is guided by the international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the on the International Bill of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at work. This policy applies to Nova Molecular Technologies and all of its entities in which we own a majority interest.

Our Human Rights policy is overseen by our Chief Executive Officer, supported by the Senior Leadership Team including the Director of Human Resources, Chief Financial Officer, Vice President of Commercial, Vice President of Operations, and the Vice President of Quality, Technology, and R&D. This ensures that every part of our business is clear about the responsibility to respect human rights. The policy will be reviewed annually. Board level oversight is also provided.

This Human Rights Policy Statement consolidates our existing commitments and brings increased clarity on our processes and procedures. Its principles are implemented across our operations and supply chain.

We use due diligence as a means to identify and prevent human rights risks to people in our business and supply chain.

Stakeholder Engagement

Where appropriate, we engage with a wide range of stakeholders on human rights issues related to our business. This includes issues in our Company and across our supply chain through which we seek to promote respect for human rights.

Diversity and Inclusion

We value and advance the diversity and inclusion of people with who we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expressions, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.



Safe and Healthy Workplace

The safety and health of our employee is of utmost importance. Our policy is to provide a safety and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in cooperation with our employee, by addressing and remediating identified risks of accidents, injury and health impacts.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for position in which hazardous work is required.

Work Hours, Wages, Benefits

We compensate employees competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.

Nova Molecular Technologies, Inc. reserves the right to revise, supplement or rescind any policies or portions of its policies as deemed appropriate, with or without notice, within the Company's discretion. Question on any matter pertaining to your employment or any included in the policies should be directed to your supervisor or the Human Resources department.