

ART-Biopharma's Non-Discrimination and Equal Opportunity

Policy

Effective Date: 15.07.2024

Approved By: Dr. David Shahbazian CEO

1. Purpose

ART-Biopharma LLC is committed to ensuring an inclusive, respectful and equitable virtual work environment where every individual is treated with fairness and dignity. There is a zero-tolerance approach to discrimination, and we uphold equal opportunity principles across all aspects of our business.

2. Applicability

This policy applies to all employees and contractors, regardless of their location. It covers recruitment, onboarding, compensation, professional development, evaluation and termination.

3. Non-Discrimination Principles

Discrimination of any kind is not tolerated. This includes, but is not limited to, unfair treatment or bias which is based on the following:

- Age and Gender
- Race, colour, ethnicity or national origin
- Religion or belief
- Marital or family status
- Any health condition or disability
- Sexual orientation
- Political or trade union affiliation
- Social or economic background
- Location where you work remotely

This policy applies to all forms of communication across whether in person or in a virtual work setting (emails, Microsoft TEAMS, Zoom or any messaging platforms)

4. Equal Opportunity Principles

ART-Biopharma LLC upholds the following:

- Recruitment and advancement within the company is solely based on qualifications, merit and job-related criteria.
- Remote work is solely how we operate.
- All employees all have the same access to resources and learning opportunities and we encourage employees to offer suggestions to any courses they would like for their personal development as interests also vary.
- Work schedules which are flexible, availability and cultural observances are all respected.

5. Reporting Concerns

Since ART-Biopharma is a micro team, we understand that there may be apprehension as reporting concerns can feel personal. Please be advised that you will never be penalized or retaliated against for raising a concern in good faith.

If you have experienced or observed discrimination of any kind, please report in the following ways, which is best for you below:

- Contact the CEO directly via email: David.Shahbazian@art-biopharma.com or phone or via a private meeting.

If the concern involves the CEO or whether you feel uncomfortable reporting to them, please do the following:

- Contact an external advisor of your choice who has professional experience in these matters.
- Speak with a trusted work colleague, who can help you with communicating your concerns on your behalf.

All concerns will be addressed immediately and retaliation of any kind against anyone who reports a concern or participates in the investigation, if prohibited. Retaliation is a serious violation of this policy and will be treated as a disciplinary matter which may lead to termination.



6. Annual Review and Summary

ART-Biopharma will continue to up-hold the principles stated in this policy and will be reviewed as and when needed if there are any changes in accordance with Armenian laws and Internation laws. All employers and contractors are required to read and commit to all principles as well as understand the protocols involved within this policy.