

## **ART-Biopharma’s Labor and Human Rights Policy**

**Effective Date: September, 2025**

**Approved By: Dr. David Shahbazian, CEO**

### **1. Purpose**

ART-Biopharma LLC is committed to uphold and conduct business which ensures human rights are respected throughout all facets of the company's operations. This is observed in accordance with the Labor code of the Republic of Armenia, the constitution of Armenia and aligns with human rights standards which are internationally recognised. The policy ensures that as a fully remote company, we will maintain and uphold a safe work environment where there is respectful and fair treatment without bias and inclusion throughout the company in the way we conduct business, treat our members of staff as well as all stakeholders.

### **2. Applicability:**

This policy is applicable to all stakeholders which includes the following:

- All ART-Biopharma employees
- Consultants sub-contracted by ART-Biopharma LLC
- Biospecimen Partners
- Any other stakeholders involved in business engaged with ART-Biopharma (future)

### **3. Our Commitment**

Below are the following categories which will be addressed:

- Human Rights and Labor
- Review and Assessment Mechanisms
- Commitment to Business Partners
- Training and Awareness
- Accountability
- Performance Indicators
- Continuous Improvements

#### 4. Labor and Human Rights

**Equal Opportunity and Non-Discrimination:** ART-Biopharma is committed to ensuring there is no discrimination nor any bias to our employees. All employment decisions are solely based on qualifications, performance and business needs. Employees (current or potential) will not face discrimination of any kind on the basis of race, ethnicity, gender, religion, political belief, age, physical ability, sexual orientation

**Recognition of Indigenous Peoples' Rights:** ART-Biopharma recognises the rights of indigenous people as clearly set out in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). While our current business model as a remote consultancy company does not involve activities that would directly affect indigenous communities. ART-Biopharma remains committed to ensuring these rights are upheld with respect to any future partnerships as we continue to grow.

**Fair Compensation and Labor Standards:** Employees are compensated competitively relative to the Armenian labor market. We remain respectful of all employees' working hour limits, paid leave, rest periods, maternity and paternity rights which are all protected under the Armenian Labor code and aligns with international labor standards. ART-Biopharma does not have stringent working hours, and all members of staff work at will and are not subjected to any form of intimidation.

**Freedom of Association and Promoting a Safe Work Environment:** We also promote freedom of association, where employees may form or join professional associations, feel free to express creative ideas and collective interests. All employees are advised to follow all health and safety regulations. ART-Biopharma will support them with regards to their work from homework stations and digital wellness. All employees have flexible work hours and are encouraged to maintain a healthy work-life balance. They should also take breaks when necessary and we offer optional virtual and in-person meetings, to discuss their well-being. We have a zero tolerance for any form of harassment, micromanagement or over-monitoring.

#### 5. Review and Assessment Mechanisms

We will ensure policy reviews are carried out annually to maintain alignment with updates to Armenian labor laws or international standards. All employees and the CEO will have voluntary input to these policy amendments.

All employees and consultants are aware of our Grievance policy procedure which gives a clear instruction explaining the reporting channels, timelines for review, protection of confidentiality and steps involved in resolution. There is guarantee of no retaliation for anyone who raises that there will be no retaliation.

To date we have had no grievances reported under this mechanism or informally. This reflects our workplace culture where the company leads with respect of all the employees within the company. There will be continuous monitoring to ensure we promote and improve accessibility to the grievance procedure.

## 6. Commitment to Business Partners

ART-Biopharma's human rights commitments extend to all external stakeholder and business partners with whom we work, including biospecimen partners and any future suppliers.

We expect our partners to uphold the same values and commitments that ART-Biopharma follows with respect to human rights and labor. This includes full compliance with local laws with respect to the country you operate from as well as internationally recognized standards such as the ILO Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

Specifically, our expectations of all business partners include:

- No forced labor of any kind or child labor in any form.
- No discrimination or harassment and a safe, respectful working environment.
- Fair compensation and working conditions in line with local laws and international standards.
- Respect indigenous peoples' rights when engaging in sourcing or community activities.
- Compliance monitoring and corrective action where gaps or risks are identified.
- Maintain their commitment to ethical business practices, transparency and integrity in all professional dealings.

As a scientific consultancy company, ART-Biopharma acknowledges that all of our operations are remote and our supplier network is limited to essential digital service providers. However, we remain committed to applying these principles to all future

supplier or partner relationships, ensuring that anyone conducting business with us upholds the same standards of respect for labor and human rights.

## 7. Training and Awareness

- All employees are required to review this policy and other policies annually.
- Acknowledgment is recorded using the Policy and Work Instructions review Training Record.
- All policy updates will be communicated with the team via Meetings or E-mail.

## 8. Accountability

- The CEO: Dr. David Shahbazian is responsible for this policy.
- All violations will be addressed with corrective actions.
- Annual reporting which includes records of review, grievances and outcomes.

## 9. Performance Indicators

To ensure transparency and improvement, ART-Biopharma:

- 100% of employees are trained and acknowledged annually
- 100% of employees are aware of the grievance policy procedure in place
- No reported grievances have been reported to date.

## 10. Continuous Improvement

We are committed to continuous improvement by monitoring human right implications of our operations. Engaging employees and various stakeholders in policy reviews. Finally, we remain guided by the United Nations recommendations, ILO core Conventions on Labor Rights.