

POLICY ON HUMAN RIGHTS

OF RCB NANOTECHNOLOGIES GROUP





RCB Nanotechnologies' long-term business success will only be achieved if human rights are acknowledged, respected, and protected. Those are embedded as fundamental values and principles in our business operations and culture to ensure RCB Nanotechnology does not engage in activities that directly or indirectly violate human rights.

It is our responsibility to uphold these principles throughout the entire company and we expect all stakeholders, including business partners, vendors and suppliers, being aligned in upholding human rights globally.

This policy is built on guidance in particular from

- The United Nations Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights;
- The International Covenant on Civil and Political Rights and The International Covenant on Economic, Social and Cultural Rights (by the Office of the High Commissioner, United Nations Human Rights);
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Where national law and international human rights standards differ, we follow the higher standard. In case of conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

RCB NANOTECHNOLOGIES IS COMMITTED TO THE FOLLOWING PRINCIPLES REGARDING HUMAN RIGHTS:

Ethical Business Conduct

As detailed in our Code of Conduct, we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of RCB Nanotechnologies to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

Safe and Healthy Workplace

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies.

Protection of the Rights of Workers

We believe all employees deserve to be treated with integrity and respect based on a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

Freedom of Association and Collective Bargaining

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labor Organization and its core conventions.

Forced Labor and Human Trafficking

We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

Child Labor

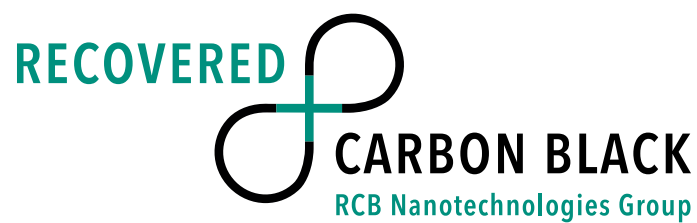
We do not engage in or condone the unlawful employment or exploitation of children.

Diversity and Inclusion

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining 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 expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

All employees, business partners, customers and other stakeholders should report any violations under the Policy on Human Rights, RCB Nanotechnologies' Code of Conduct or any applicable laws to the reporting function on the web-site of RCB Nanotechnologies (<https://recovered-carbon-black.com/governance/>) – Confidentiality is guaranteed within the framework of the statutory provisions.

This Policy on Human Rights demonstrates RCB Nanotechnologies' commitment to support and promote human rights. This is strongly believed to benefit all RCB Nanotechnologies' stakeholders, including our customers, employees, shareholders, investors, and the communities in which we operate in.



Reporting of violations to
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