



Iseehear Inc. Life Sciences

Turning Data into Scientific Insight

Iseehear Inc.: Human Rights and Ethics Policy

Iseehear Inc. Life Sciences
 250 University Avenue
 Suite 200
 Toronto, Ontario
 Canada, M5H 3E5

Tel: 416-492-4358
 Toll Free: 1 844 559 6322
www.iseehear.info
itsecurity@iseehear.com

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Authority: Iseehear Inc.	Responsibility: Operations Head, Executive Management

1. Overview

Iseehear Inc. Life Sciences is an equal opportunity workplace committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans' status, Aboriginal/Native Canadian status or any other legally-protected factors.

For more than twenty plus years, Iseehear Inc. Life Sciences has built a reputation on trust and respect. Our corporate business principles, culture and ethics are firmly established in our daily routines. We have incorporated the Ten Principles of the UN Global Compact into policies, procedures and best practices.

Human Rights

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

Labour

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Environment

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Iseehear Inc. is committed to protecting employees, partners, customers, vendors and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. When Iseehear Inc. addresses issues proactively and uses correct judgement, it will help set the right tone for positive business engagements.

Iseehear Inc. will not tolerate any wrongdoing or impropriety at any time. Iseehear Inc. will take the appropriate measures to act quickly in correcting the issue if the human rights or ethical code is violated.

2. Purpose

The purpose of this policy is to establish a culture of openness, trust and to emphasize the employee's and customer's expectation to be treated to respectful business practices. This policy will serve to guide business behavior to ensure ethical conduct. Effective ethics is a team effort involving the participation and support of every Iseehear Inc. employee. All employees should familiarize themselves with the ethics guidelines that follow this introduction.

3. Scope

This policy applies to employees, contractors, consultants, temporaries, and other workers at Iseehear Inc., including all personnel affiliated with third parties.

4. Policy

4.1 Executive Commitment to Ethics

- 4.1.1 Management and executives within Iseehear Inc. must set a prime example. In any business practice, honesty, respect and integrity must be top priority for executives.
- 4.1.2 Executives must have an open door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert executives to concerns within the work force.
- 4.1.3 Executives must disclose any conflict of interests regard their position within Iseehear Inc..

4.2 Employee Commitment to Ethics

- 4.2.1 Iseehear Inc. employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- 4.2.2 Every employee needs to apply effort and intelligence in maintaining ethics value.
- 4.2.3 Employees must disclose any conflict of interests regard their position within Iseehear Inc..
- 4.2.4 Employees will help Iseehear Inc. to increase customer and vendor satisfaction by providing quality products and timely response to inquiries.
- 4.2.5 Employees should consider the following questions to themselves when any behavior is questionable:
 - Is the behavior legal?
 - Does the behavior comply with all appropriate Iseehear Inc. policies?
 - Does the behavior reflect Iseehear Inc. values and culture?
 - Could the behavior adversely affect company stakeholders?
 - Would you feel personally concerned if the behavior appeared in a news headline?
 - Could the behavior adversely affect Iseehear Inc. if all employees did it?

4.3 Company Awareness

- 4.3.1 Promotion of ethical conduct within interpersonal communications of employees will be acknowledged.
- 4.3.2 Iseehear Inc. will promote a trustworthy, honest and respectful atmosphere to reinforce the vision of community and ethics within the company.

4.4 Maintaining Ethical Practices

- 4.4.1 Iseehear Inc. will reinforce the importance of the integrity message and the tone will start at the top. Every employee, manager, director needs to consistently maintain an ethical stance and support ethical behavior.
- 4.4.2 Employees at Iseehear Inc. should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty, respect and objectivity.
- 4.4.3 Iseehear Inc. has established a best practice disclosure team to make sure the ethical code is delivered to all employees and that concerns regarding the code can be addressed.
- 4.4.4 Employees are required to recertify their compliance to Ethics Policy on an annual basis.

4.5 Unethical Behavior

- 4.5.1 Iseehear Inc. will avoid the intent and appearance of unethical or compromising practice in relationships, actions and communications.
- 4.5.2 Iseehear Inc. will not tolerate harassment or discrimination.
- 4.5.3 Unauthorized use of company trade secrets & marketing, operational, personnel, financial, source code, & technical information integral to the success of our company will not be tolerated.
- 4.5.4 Iseehear Inc. will not permit impropriety at any time and we will act ethically and responsibly in accordance with laws.
- 4.5.5 Iseehear Inc. employees will not use corporate assets or business relationships for personal use or gain.

5. Policy Compliance

5.1 Compliance Measurement

The Human Resource Team will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback.

5.2 Exceptions

None.

5.3 Non-Compliance

An employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

6 Related Standards, Policies and Processes

None.

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