



Blindspot.AI Corporate Social Responsibility Principles 2021

Blindspot.AI is a socially responsible company and therefore it complies with the following corporate social responsibility principles:

Forced or Involuntary Labor

Blindspot.AI will not use forced or involuntary labor of any type (eg. forced, bonded, indentured or involuntary prison labor); employment is voluntary.

Child Labor

Blindspot.AI will not use child labor. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs, which comply with all laws and regulations applicable to such apprenticeship programs.

Wages and Benefits

Blindspot.AI will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours

Blindspot.AI will not exceed prevailing local work hours and will appropriately compensate overtime. Blindspot.AI shall not require Blindspot's employees to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum workweek is other, that standard shall apply. Blindspot's employees should be allowed at least one day off per seven-day week.

Nondiscrimination

Blindspot.AI will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

Blindspot.AI will treat all their employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

Health and Safety

Blindspot.AI will provide Blindspot's employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Blindspot.AI must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard



of health and safety in any housing that is provided for employees. Blindspot.AI should strive to implement management systems to meet these requirements

Protection of the Environment

Blindspot.AI will operate in a manner that is protective of the environment. At a minimum, Blindspot.AI must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting. Blindspot.AI should strive to implement management systems to meet these requirements.

Laws, Including Regulations and Other Legal Requirements

Blindspot.AI will comply with all applicable laws and regulations in all locations where Blindspot.AI conducts business.

Ethical Dealings

Blindspot.AI will observe the highest ethical principles in performing all its activities. Blindspot.AI will be familiar and will strictly comply with all laws and regulations on bribery, corruption, and prohibited business practices. Blindspot.AI and Blindspot's subsidiaries and affiliates have not and will not offer, promise or make or agree to make any payments or gifts (of money or anything of value) directly or indirectly to anyone for the purpose of influencing, or inducing anyone to influence decisions.

Communications

Blindspot.AI must make these corporate social responsibility principles and other relevant information available to employees in the native language of the employees and supervisors.

Monitoring / Record Keeping

Blindspot.AI must maintain documentation necessary to demonstrate compliance with these corporate social responsibility principles and will provide its customers with access to that documentation upon customer's request.

Blindspot's Suppliers and Agents

Blindspot.AI will make best efforts to extend these principles to its suppliers and agents engaged in the production of goods and services for Blindspot.AI.