



Blindspot.AI Corporate Social Responsibility Policy 2022

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 (e.g., 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.

Equal Opportunities and Diversity

Blindspot.AI recognizes its legal obligations under anti-discrimination legislation and will treat employees, workers, contractors, clients and members of the public with whom it comes into contact, in a manner which is consistent with the spirit of this legislation. This policy is applicable also to clients, communities, suppliers and contractors, whether permanent or temporary. The policy applies to all processes relating to employment and training and to any dealings with customers' and clients' requirements.

Nondiscrimination

Blindspot.AI is committed to being an equal opportunities employer and to maintaining a working environment free from direct or indirect discrimination or victimisation whether during recruitment, transfers within the group, promotion, training, salary and benefits, and severance terms in which all decisions are based on merit. The Blindspot's aim is to ensure all applicants, employees, workers and others receive equal treatment irrespective of their sex, marital or civil partnership status, sexual orientation, gender reassignment, political views, race, colour, ethnic or national origins, religion or beliefs, disability or age (Protected Characteristics). No employees will be disadvantaged by a condition or requirement which cannot be shown to be justifiable. This policy ensures the commitment, internal and external, to the promotion of equal opportunities and diversity in the organisation or through the supply chain.

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.

Anti-Modern Slavery

Blindspot.AI has a zero-tolerance approach to modern slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those high standards on its contractors, suppliers, and other business partners.



Freedom of association and collective bargaining

Blindspot.AI guarantees all of its employees freedom of association in accordance with the applicable national legislation.

Blindspot.AI communicates with employees via the company sites and other communication channels to educate on rights and appropriate feedback channels. The company uses a 360-degree feedback form annually to collect feedback from all employees and contractors. Blindspot.AI carefully evaluates the results of the 360-degree feedback, implements new corrective actions, and communicates the results back to the company.

Anti-Money Laundering

Money laundering is the practice of concealing the origin of proceeds derived from criminal activities. Blindspot is committed to business practices that prevent money laundering and other illegal activities.

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.