



Compliance with Laws and Regulations Policy

Adherence to Local and International Laws

Acuti Labs is committed to complying with all applicable local, national, and international laws and regulations in every region where we operate. This commitment ensures that our business practices are ethical, legal, and in line with industry standards.

- **Awareness and Understanding:** Employees must be familiar with the laws and regulations that apply to their roles and responsibilities. The company will provide

training and resources to help employees understand their legal obligations.

- **Compliance Culture:** We promote a culture of compliance by encouraging ethical behavior and adherence to legal standards. Employees are expected to report any suspected violations of laws or regulations to their manager or the HR department.
- **Consequences of Non-Compliance:** Violations of laws and regulations can lead to severe consequences, including legal penalties, financial losses, and damage to the company's reputation. Employees who fail to comply with legal requirements may face disciplinary action, up to and including termination.

Environmental Responsibility

Acuti Labs is committed to conducting its operations in an environmentally responsible manner. We strive to minimize our environmental impact and promote sustainability in all aspects of our business.

- **Compliance with Environmental Laws:** Adhere to all applicable environmental laws and regulations in the regions where we operate.
- **Sustainable Practices:** Implement practices that reduce waste, conserve energy, and minimize the environmental footprint of our operations. This includes promoting recycling, using energy-efficient technologies, and reducing water consumption.
- **Employee Engagement:** Encourage employees to adopt environmentally friendly practices both at work and in their personal lives. Provide training and resources to help employees understand and support our environmental goals.

- **Continuous Improvement:** Regularly review and assess our environmental policies and practices to identify opportunities for improvement. Set measurable goals and track progress towards achieving our sustainability objectives.

Trade Compliance

Acuiti Labs is dedicated to complying with all applicable trade laws and regulations, including import and export controls, economic sanctions, and customs regulations.

- **Import and Export Controls:** Ensure that all products, services, and technologies are imported and exported in compliance with relevant laws and regulations. This includes obtaining necessary licenses and permits.
- **Economic Sanctions:** Comply with all economic sanctions and embargoes imposed by relevant authorities across all locations where Acuiti Labs operates. Employees must not engage in transactions with sanctioned countries, entities, or individuals.
- **Customs Regulations:** Accurately declare and document all imported and exported goods. Ensure that customs duties and taxes are paid in accordance with applicable laws.
- **Training and Awareness:** Provide employees with training on trade compliance requirements and updates on changes in regulations. Encourage employees to seek guidance from the legal or compliance department when in doubt.