

Nanozen is committed to an operating philosophy based on openness in communication, integrity, fairness, concern, and responsibility for our employees, customers, investors, financial partners, suppliers, and the communities within which we operate.

Nanozen's vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery, and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

## **OUR PEOPLE**

Nanozen is committed to equality in employment opportunity and rewards, embracing the cultural diversity.

Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Nanozen is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity
2. Sharing in the success of the company
3. Empowerment through training and communication
4. Individual growth and equal opportunity
5. Designing and providing a safe and secure work environment

## **OUR CUSTOMERS**

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

## **OUR INVESTORS**

Nanozen's investors are our partners in success. They have committed their money and time to helping Nanozen succeed. They have placed their trust in Nanozen to deliver a product that will both save the lives of industrial workers and be a successful business. Nanozen's obligations to our investors is to create a quality organization, a quality product, and a quality brand reputation in our market and industry. Nanozen is striving to meet those objectives and make the business a financial success.

## **OUR SUPPLIERS**

Nanozen is committed to treating our suppliers honestly and fairly. Nanozen expects high quality from our suppliers at a fair price in a reasonable timeframe. Nanozen expects our suppliers to rectify any problems with their product quickly, with no cost to Nanozen and in a reasonable timeframe. Nanozen strives to pay all of our debts to our suppliers in a reasonable timeframe.

## **OUR PARTNERS**

Nanozen works with its partners to create high quality solutions for our joint customers in the market to benefit both our businesses. Nanozen is committed to treat its partners with honesty and respect and to abide by any agreements that it signs with its partners. Nanozen in turn expects its partners to treat Nanozen with respect and honesty and to abide by any agreements signed with Nanozen.

## **OUR COMMUNITY**

Nanozen believes in the practice of social responsibility and encourage similar behavior in our employees, suppliers, and partners. We support the conservation of the physical environment

and the prevention of pollution at our facility. We proactively comply with all applicable safety, environmental, legal, and regulatory requirements.

## **OUR QUALITY**

Nanozen is committed to achieving competitive excellence and providing our customers with products and services designed, produced, and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements
2. Enabling employees to achieve business and professional goals
3. Continually improving our processes via our QMS
4. Extending our QMS practices throughout our Supply Chain

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.

Vancouver, October 15<sup>th</sup>, 2020