

**Earth Friendly Products  
Board of Directors  
Diversity and Inclusion Policy**

Venus Laboratories, Inc., dba Earth Friendly Products (“Company”) is committed to a diverse, inclusive, and equitable environment where all board members and employees feel respected and valued regardless of gender, age, race, ethnicity, sexual orientation or identity, or disability.

We are committed to being nondiscriminatory and providing equal opportunities for employment and advancement in all areas of our Company.

We respect the value that diverse life experiences bring to our Board and leadership, and we strive to listen to their views and give them value in the conversation.

We are committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

Goals for the Board:

- We will strive to embody diversity and inclusion in connection with our mission for the Company.
- We aim to ensure that at least one of our Board members comes from a historically underrepresented group. Given the size of the Board, specific diversity percentages may fluctuate as Board membership changes. Our commitment is to prioritize diversity in our recruitment and selection processes.
- We aim to recognize and address inequalities in our policies and services.
- We will update and strive to progress on our diversity and inclusion policies.
- We commit to conducting regular assessments of Board practices to identify areas for improvement.
- We commit to advocating for systemic inequities that impact our work and address it according to this policy and in accordance with our mission.
- We commit to being transparent about diversity in all our interactions and transactions.
- We will dedicate our time and resources to expanding greater diversity within our Board and leadership positions.
- We commit to encouraging open dialogue about diversity and inclusion within our Company.
- We commit to leading with respect and tolerance and encourage all employees to express this within their work.

This policy will be reviewed as needed to ensure it remains effective and aligned with societal and Company changes. Updates will be made as necessary to reflect any changes.



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