INTERNATIONAL REGULATORY COMPLIANCE POLICY

JANUARY 2026

POLICY NUMBER: TMG-SEC-001
APPROVAL AUTHORITY: BOARD OF DIRECTORS

THE MAZI GROUP

1. PURPOSE

This International Regulatory Compliance Policy establishes The Mazi Group's commitment to conducting business in full compliance with all applicable laws, regulations, and standards across all jurisdictions where we operate. This policy applies to all subsidiaries, business units, and brands, and ensures consistent compliance across our operations in the United States, European Union, Canada, Latin America, and all future markets.

2. SCOPE

This policy applies to:

- All employees, contractors, consultants, and temporary workers of The Mazi Group and its subsidiaries
- All products, services, and operations across all geographic markets
- All business partners, vendors, and third parties acting on behalf of The Mazi Group
- All stages of product development, manufacturing, marketing, distribution, and sale

3. POLICY STATEMENT

The Mazi Group is committed to:

- Operating with the highest standards of legal and ethical compliance in all jurisdictions
- Maintaining full compliance with all applicable product safety, consumer protection, data privacy, and business regulations
- Proactively monitoring regulatory changes and adapting our practices accordingly
- Fostering a culture of compliance throughout the organization
- Ensuring transparency and accountability in all regulatory matters

4. REGULATORY FRAMEWORKS BY JURISDICTION

4.1 United States

Cosmetics & Beauty Products

- FDA regulations under the Federal Food, Drug, and Cosmetic Act (FD&C Act)
- FDA labeling requirements (Fair Packaging and Labeling Act)
- California Proposition 65 compliance for product warnings

- State-specific cosmetic regulations where applicable
- FTC advertising and marketing guidelines
- Clean beauty claims substantiation requirements

Technology Products

- Consumer Product Safety Commission (CPSC) regulations
- Electronic device safety standards (UL, FCC certifications)
- Payment Card Industry Data Security Standard (PCI DSS) for point-of-sale systems
- State data privacy laws (CCPA, CPRA, and other state laws)
- Americans with Disabilities Act (ADA) accessibility requirements

General Business

- Employment laws (EEOC, OSHA, FLSA, FMLA)
- Federal Trade Commission (FTC) regulations
- Securities regulations (if applicable to investor relations)
- Anti-money laundering (AML) regulations
- Export control regulations (ITAR, EAR)

4.2 European Union

Cosmetics & Beauty Products

- EU Cosmetics Regulation (EC) No 1223/2009
- REACH Regulation (Registration, Evaluation, Authorization of Chemicals)
- CLP Regulation (Classification, Labeling, and Packaging)
- Product safety requirements under General Product Safety Directive
- Country-specific requirements (e.g., Belgian, Irish regulations)

Data Protection & Technology

- General Data Protection Regulation (GDPR)
- ePrivacy Directive
- Digital Services Act (DSA)
- Digital Markets Act (DMA) where applicable
- AI Act compliance for AI technology products and services

General Business

- CE marking requirements for applicable products
- EU employment and labor laws
- EU competition law
- Consumer rights directives
- Packaging and waste directives

4.3 Canada

- Health Canada cosmetic regulations (Cosmetic Regulations C.R.C., c. 869)
- Personal Information Protection and Electronic Documents Act (PIPEDA)
- Canada Consumer Product Safety Act (CCPSA)
- Competition Act
- Provincial employment and business regulations
- French language requirements in Quebec

4.4 Latin America

- Country-specific cosmetics registration and notification requirements
- ANVISA regulations (Brazil)
- COFEPRIS regulations (Mexico)
- Local data protection laws
- Import/export regulations and tariff classifications
- Local employment and labor laws

5. COMPLIANCE REQUIREMENTS

5.1 Product Compliance

Pre-Market Requirements

- All products must undergo regulatory review before market launch
- Product formulations must comply with ingredient restrictions in each jurisdiction
- Safety assessments and testing must be completed and documented
- Required registrations, notifications, or certifications must be obtained
- Product Information Files (PIFs) must be maintained for cosmetics per EU requirements

- Labeling must comply with all jurisdiction-specific requirements

Claims Substantiation

- All product claims (e.g., "clean beauty," "natural," "effective") must be substantiated with appropriate evidence
- Marketing materials must be reviewed for regulatory compliance
- Comparative claims must be supported by valid data
- Environmental and sustainability claims must meet local greenwashing prevention standards

Ongoing Monitoring

- Product formulations must be reviewed when regulations change
- Adverse event reporting must follow jurisdiction-specific timelines
- Post-market surveillance must be conducted
- Product recalls must follow established procedures (see Policy TMG-SEC-043)

5.2 Data Privacy and Security Compliance

- Customer data collection, processing, and storage must comply with GDPR, CCPA, PIPEDA, and other applicable laws
- Privacy notices must be provided in all required languages
- Consent mechanisms must meet local requirements
- Data subject rights (access, deletion, portability) must be honored
- Cross-border data transfers must use appropriate safeguards
- Data Protection Impact Assessments (DPIAs) must be conducted for high-risk processing

5.3 Marketing and Advertising Compliance

- All advertising must be truthful, not misleading, and substantiated
- Influencer partnerships must include proper disclosures per FTC guidelines and local regulations
- Social media marketing must comply with platform policies and local laws
- Comparative advertising must meet legal requirements
- Testimonials and endorsements must be genuine and disclosed

5.4 Employment and Labor Compliance

- Hiring, employment terms, and termination must comply with local labor laws
- Workplace safety must meet OSHA (US) and equivalent standards in other jurisdictions
- Anti-discrimination and harassment laws must be followed
- Wage and hour laws must be observed
- Benefits and leave policies must meet minimum legal requirements

5.5 Financial and Tax Compliance

- Accurate financial records must be maintained per accounting standards
- Tax obligations must be met in all jurisdictions
- Transfer pricing must comply with OECD guidelines
- Anti-money laundering procedures must be followed
- Securities regulations must be observed for investor relations

6. COMPLIANCE MANAGEMENT STRUCTURE

6.1 Roles and Responsibilities

Board of Directors

- Ultimate oversight of compliance program
- Review and approve compliance policies
- Receive regular compliance reports

Chief Compliance Officer (CCO)

- Overall responsibility for compliance program
- Report to Board on compliance matters
- Coordinate compliance activities across jurisdictions
- Manage compliance team and resources

Regional Compliance Managers

- Monitor regulatory developments in assigned regions
- Ensure local compliance requirements are met
- Coordinate with local legal counsel

- Conduct regional compliance training

Department Heads

- Ensure compliance within their departments
- Implement compliance procedures
- Report compliance concerns to CCO
- Participate in compliance training

All Employees

- Comply with all applicable laws and regulations
- Complete required compliance training
- Report suspected violations promptly
- Cooperate with compliance investigations

6.2 Compliance Committee

A Compliance Committee shall meet quarterly and include:

- Chief Compliance Officer (Chair)
- Chief Legal Officer
- Chief Financial Officer
- Chief Operating Officer
- Regional Compliance Managers
- Quality Assurance Director

The Committee shall:

- Review compliance program effectiveness
- Approve compliance initiatives
- Review compliance violations and corrective actions
- Monitor regulatory changes

7. COMPLIANCE PROCESSES

7.1 Regulatory Intelligence and Monitoring

The Mazi Group shall:

- Subscribe to regulatory update services for all jurisdictions
- Monitor government websites and regulatory agencies
- Participate in industry associations
- Engage local legal counsel in each market
- Maintain a regulatory change log
- Conduct quarterly regulatory horizon scanning
- Assess impact of regulatory changes within 30 days of announcement

7.2 Compliance Risk Assessment

- Annual comprehensive compliance risk assessment across all jurisdictions
- Quarterly risk reviews for high-risk areas
- Risk assessment for new products, markets, or business activities
- Documentation of identified risks and mitigation strategies
- Integration with enterprise risk management

7.3 Compliance Training

Required Training

- New employee compliance orientation within 30 days of hire
- Annual compliance refresher training for all employees
- Role-specific compliance training (e.g., product development, marketing, sales)
- Regional compliance training for jurisdiction-specific requirements
- Specialized training for high-risk areas (e.g., data privacy, product safety)

Training Documentation

- Training completion must be tracked
- Training materials must be updated annually
- Training effectiveness must be assessed

7.4 Compliance Audits and Monitoring

Internal Audits

- Annual compliance audits for each business unit
- Quarterly audits of high-risk areas

- Audit findings must be documented and tracked
- Corrective actions must be implemented within specified timelines

Third-Party Audits

- External compliance audits as required by regulations or customers
- Certifications maintained (e.g., GMP, ISO standards)
- Audit results shared with Compliance Committee

7.5 Document Management

- Compliance-related documents must be maintained per retention requirements
- Documents must be easily accessible to authorized personnel
- Version control must be maintained
- Records must be kept for minimum periods required by law (typically 3-7 years)

8. REPORTING AND ESCALATION

8.1 Reporting Obligations

Employees must immediately report:

- Suspected or actual regulatory violations
- Regulatory inquiries or inspections
- Product safety concerns
- Data breaches or privacy violations
- Receipt of regulatory warnings or citations

8.2 Reporting Channels

- Direct supervisor or department head
- Chief Compliance Officer
- Compliance hotline (anonymous option available)
- Online reporting portal
- Local compliance manager

8.3 Investigation Process

All reports shall be:

- Acknowledged within 48 hours
- Investigated promptly and thoroughly
- Documented with findings and actions taken
- Escalated to appropriate management levels
- Reported to regulatory authorities when required

8.4 Non-Retaliation

The Mazi Group strictly prohibits retaliation against any person who reports a compliance concern in good faith. Retaliation will result in disciplinary action up to and including termination.

9. REGULATORY INTERACTIONS

9.1 Government Interactions

- All regulatory agency communications must be coordinated through the CCO
- Inspections must be handled professionally and cooperatively
- Responses to regulatory inquiries must be timely, accurate, and complete
- Legal counsel should be consulted for significant regulatory matters

9.2 Regulatory Submissions

- Product notifications, registrations, and applications must be submitted timely
- Submissions must be accurate and complete
- Required documentation must be maintained
- Status of submissions must be tracked

9.3 Regulatory Commitments

- Commitments made to regulatory agencies must be documented
- Completion of commitments must be tracked
- Failure to meet commitments must be escalated immediately

10. CONSEQUENCES OF NON-COMPLIANCE

10.1 Individual Accountability

Violations of this policy may result in:

- Verbal or written warning
- Mandatory additional training
- Suspension without pay
- Termination of employment
- Legal action if warranted

10.2 Organizational Consequences

Non-compliance may result in:

- Regulatory warnings, fines, or penalties
- Product seizures or injunctions
- Loss of business licenses or certifications
- Criminal prosecution in severe cases
- Reputational damage
- Loss of customer or investor confidence

11. INTERNATIONAL COMPLIANCE CONSIDERATIONS

11.1 Conflicts of Law

When laws conflict between jurisdictions, The Mazi Group shall:

- Consult with legal counsel in both jurisdictions
- Apply the more stringent requirement when possible
- Document the conflict and resolution approach
- Seek regulatory guidance if needed

11.2 Extraterritorial Application

The Mazi Group recognizes that some laws have extraterritorial reach (e.g., GDPR, FCPA) and shall:

- Apply such laws globally where required
- Train employees on extraterritorial obligations
- Implement controls to ensure compliance regardless of location

12. POLICY REVIEW AND UPDATES

This policy shall be:

- Reviewed annually by the Compliance Committee
- Updated as needed to reflect regulatory changes
- Approved by the Board of Directors after material changes
- Communicated to all employees after updates
- Made available in all operating languages

13. RELATED POLICIES

This policy should be read in conjunction with:

- TMG-SEC-002: Product Safety and Quality Control Policy
- TMG-SEC-004: Anti-Corruption and Anti-Bribery Policy
- TMG-SEC-016: Data Privacy Policy
- TMG-SEC-021: Code of Conduct and Business Ethics
- TMG-SEC-043: Product Recall and Withdrawal Procedures
- TMG-SEC-048: Cross-Border Operations and Compliance Policy

14. DEFINITIONS

- **Compliance:** Conforming to legal requirements, regulatory standards, and company policies.
- **Jurisdiction:** A geographic area with its own set of laws and regulations.
- **Regulatory Agency:** A government body responsible for enforcing specific laws and regulations.
- **Substantiation:** Evidence that supports the truthfulness of a claim.
- **Adverse Event:** An undesirable experience associated with the use of a product.

15. ACKNOWLEDGMENT

All employees must acknowledge receipt and understanding of this policy. Acknowledgment forms shall be maintained in employee personnel files.

For questions about this policy, contact:

Compliance Department

compliance@mazigroup.us