



## **POLICY ON HUMAN RIGHTS**

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**Objective:**

Our company is committed to upholding and advancing human rights across our operations, ensuring fair treatment, respect, and dignity for all individuals associated with our business. We aim to foster an inclusive, equitable, and safe environment for our employees, contractors, suppliers, and communities while promoting human rights across our value chain.

### **Scope:**

This policy applies to all business units, functions, and geographical locations where our company operates. It encompasses our direct operations and extends to our relationships with suppliers, contractors, and other business partners.

### **Key Principles:**

1. **Labour Rights:** We respect the right of all employees to freely choose employment, and we prohibit child labour, forced labour, and human trafficking in all forms. We commit to fair wages, working hours, and the provision of a safe and healthy working environment.
2. **Non-Discrimination and Equal Opportunity:** We are committed to promoting diversity and inclusion, ensuring that all employees are treated with respect, dignity, and fairness. We will not tolerate any form of discrimination based on race, ethnicity, gender, sexual orientation, disability, or any other protected characteristic.
3. **Freedom of Association:** We recognize and respect the right of employees to freely associate, form trade unions, and bargain collectively in accordance with local laws.
4. **Health and Safety:** We ensure that our workplaces are safe, promoting the health, safety, and wellbeing of all employees. This includes proactive measures to prevent accidents, injuries, and occupational illnesses.
5. **Human Rights Due Diligence:** We commit to conducting regular human rights assessments, including audits and risk evaluations, to ensure that our operations and supply chains adhere to the highest standards of human rights protection.

### **Quantitative Targets:**

To ensure continuous improvement in our human rights practices, we will set measurable, time-bound targets as follows:

1. **Diversity and Inclusion:**
  - Achieve a 30% increase in female representation in leadership positions by 2027.
  - Ensure 50% of new hires in each region come from diverse backgrounds by 2026.
2. **Health and Safety:**
  - Reduce workplace injuries by 15% year-over-year through enhanced safety training programs and protocols.

### **3. Fair Wages and Benefits:**

- Ensure that all employees receive wages above the minimum legal wage standards in their respective regions, with a review mechanism for annual wage assessments.

### **4. Human Rights Audits:**

- Conduct a minimum of one human rights impact assessment per year, focusing on key operations and high-risk regions.

### **5. Child and Forced Labour Prevention:**

- Monitor and audit 100% of suppliers and contractors annually to ensure no use of child or forced labour.

### **Governance and Responsibilities:**

The implementation of this policy will be overseen by the Human Resources and Compliance teams. All departments will ensure that their operations are in line with our human rights principles. A dedicated Human Rights Officer will report directly to the senior management to ensure accountability and transparency.

### **Review Mechanism:**

This policy will be reviewed and updated annually to align with evolving international standards and best practices. Additionally, progress toward achieving the quantitative targets will be monitored quarterly.

### **Conclusion:**

By implementing this Human Rights Policy, we aim to create a work environment where human rights are respected, and sustainable practices are the foundation of our operations. This commitment will be reflected in our relationships with employees, suppliers, and communities, and we will continuously strive for improvement in all areas of human rights protection.