



HUMAN RIGHTS POLICY

We recognize and value the dignity of every individual. In the conduct of our business and activities, we strive to promote and protect human rights as defined by the United Nations Universal Declaration of Human Rights (UDHR). We are also committed to avoiding actions or partnerships that could violate or contribute to the violation of human rights.

This policy reflects our commitment to uphold our responsibilities towards our employees, stakeholders and the communities within which we operate. We expect our directors, officers and employees to comply with the principles and commitments outlined in this policy.

Fair and Safe Employment Practices - We ensure fair and safe employment by offering equal opportunities in recruitment, hiring, job assignments, training, promotions, benefits and career development. We also provide fair pay and prioritize hiring local talent.

We are committed to creating a work environment that prioritizes health, safety and well-being by taking proactive measures to prevent accidents, injuries and occupational illnesses.

Issues related to the workplace are resolved in accordance with relevant labor laws and regulations. Employee inputs are likewise considered in the resolution process, with the aim of fostering a workplace that promotes their welfare.

Non-discrimination and Equality - We respect the inherent dignity and rights of all

individuals, regardless of race, ethnicity, social origin, gender, sexual orientation, religion, nationality, age, disability, civil status or any other characteristic. Discrimination and harassment of any form are strictly prohibited within our organization.

Prohibition of Child and Forced Labor - We strictly prohibit the use of child labor, forced labor, human trafficking, or any form of exploitation within our organization. We will adhere to all applicable labor laws and will take appropriate actions against any violation of this policy.

Freedom of Expression and Privacy – We respect and support our employees' rights to freedom of thought, expression and privacy. We will protect their personal information and respect their private lives, while also promoting a culture of openness and dialogue within the company.

Reporting and Grievance Mechanism - We encourage open communication and provide accessible channels for reporting any human rights concerns or violations. We investigate all reported grievances promptly and impartially, taking appropriate action to address the issues.

Employees reporting concerns or violations in good faith will be protected from retaliation, in line with our commitment to foster a culture of openness, integrity, and accountability.

Compliance Helpdesk and Reporting Hotline:

Chief Compliance Officer

Tel (632) 888 3000

Fax (632) 816 7362