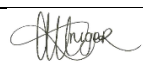


DOCUMENT TITLE
HUMAN RIGHT AND LABOUR POLICY

PURPOSE
This policy affirms the Company's commitment to respect, protect, and promote fundamental human rights and fair labour practices in all our operations.

BRIEF DISCRIPTION OF CHANGE
31.07.2026 -added a clause of prevent slavery and anti-slavery

APPROVAL SIGNATURE RECORD		
Reviewer Role	Title	Signature
Document Owner	HR Manager	
Reviewer 1	COO (DIRECTOR)	
Document administrator	HR Officer	
Approved by	CEO (M. DIRECTOR)	

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HR028 – HUMAN RIGHT AND LABOUR POLICY	01	JUL 2026	AUG 2025

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HUMAN RIGHT AND LABOUR POLICY

1 SCOPE

This policy applies to all employees, contractors, and business partners of the Company

2 RESPONSIBILITY

Employer / Management

- Ensure implementation, communication, and enforcement of this policy
- Comply with all applicable human rights and labour legislation
- Provide a safe, fair, and respectful working environment
- Address reported violations promptly and fairly

Employees

- Treating colleagues and stakeholders with dignity and respect
- Comply with this policy and related procedures
- Report any suspected human rights or labour violations

Contractors and Business Partners

- Adhere to the principles of this policy
- Comply with applicable labour and human rights laws
- Cooperate in audits or investigations where required
- Ensure that their operations, supply chains and recruitment practices are free from slavery, forced labour, child labour and human trafficking.
- Immediately report any suspected incidents of modern slavery or human rights violations affecting company operations.

3 REFERENCES

International Labour Organization (ILO) Core Conventions

National labour and employment legislation applicable to the Company

Occupational Health and Safety legislation

Company Code of Conduct and related policies

4 DEFINITIONS AND ABBREVIATIONS

Employee: Any individual employed by the Company on a full-time, part-time, or temporary basis.

Contractor: Any external party engaged to provide goods or services to the Company.

Business Partner: Any organisation or entity that works with the Company in a commercial relationship.

Human Rights: Fundamental rights and freedoms are inherent to all individuals, as recognized internationally.

Labour Practices: Policies and procedures related to employment, wages, working conditions, and employee relations.

Harassment: Any unwanted behavior that violates an individual's dignity or creates a hostile environment.

Forced Labour: Work performed involuntarily under threat or coercion.

Child Labour: Employment of individuals below the minimum legal working age.

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5 PROCEDURE

The Company is committed to:

- Treating all employees with dignity, fairness, and respect
- Complying with all applicable labour and employment laws
- Upholding internationally recognized human rights principles

5.1 Key Principles

5.1.1 Non-Discrimination and Equal Opportunity

We prohibit discrimination based on race, gender, age, disability, religion, nationality, or any other protected characteristic. Employment decisions are based on merit and capability.

5.1.2 Fair Labour Practices

- Fair wages and benefits in line with legal and industry standards
- Reasonable working hours and rest periods
- Freedom of association and the right to collective bargaining

5.1.3 Anti-Slavery, Forced Labour and Human Trafficking

The Company maintains a zero-tolerance approach to all forms of modern slavery, forced labour, bonded labour, compulsory labour, debt bondage, servitude and human traffic.

The Company is committed to ensuring that:

- Employment is entered into freely and voluntarily without coercion, intimidation, threats or deception.
- Employees are free to terminate their employment in accordance with applicable labour legislation and contractual obligations.
- No employee is required to lodge deposits, surrender identity documents, passports or work permits as a condition of employment.
- No recruitment fees or unlawful deductions are charged to employees that could result in debt bondage.
- All employees receive wages, benefits and working conditions in accordance with applicable legislation and employment contracts.
- Child labour is strictly prohibited, and no person below the minimum legal working age will be employed.
- Suppliers, contractors, labour brokers and business partners are expected to uphold the same standards and must not engage in any form of slavery, forced labour or human trafficking.
- Any allegation or suspicion of modern slavery or human trafficking will be investigated promptly and appropriate corrective and disciplinary action will be taken, including termination of business relationships where necessary.

5.1.4 Prohibition of Forced and Child Labour

The Company does not tolerate forced, bonded, or child labour under any circumstances.

5.1.5 Health, Safety, and Well-being

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We are committed to providing a safe and healthy working environment and promoting employee well-being.

5.1.6 Harassment and Abuse

Any form of harassment, abuse, or intimidation is strictly prohibited.

5.2. Reporting and Grievances

Employees may report concerns confidentially without fear of retaliation. All reports will be investigated fairly and promptly.

5.2.1 Reporting of Modern Slavery Concerns

Any employee, contractor, supplier or stakeholder who suspects or becomes aware of any form of slavery, forced labour, human trafficking or exploitation must immediately report the matter to Human Resources, Management or through the Company's confidential reporting mechanisms.

All reports will be treated confidentially, investigated promptly and fairly, and no person who reports a concern in good faith will suffer retaliation, victimisation or discrimination.

5.3. Compliance and Review

Failure to comply with this policy may result in disciplinary action. This policy will be reviewed periodically to ensure ongoing compliance and effectiveness.

6 TOOLS AND EQUIPMENT

HR Management Systems for tracking employment records, compliance, and training

Incident Reporting Platforms for confidential reporting of grievances or violations

Training Materials on human rights, labour laws, harassment prevention, and workplace safety

Monitoring and Audit Tools to ensure compliance with labour and human rights standards

Safety Equipment as required for safe working conditions

7 RECORDS

Employee records (contracts, roles, wages, performance)

Training attendance and completion records

Incident and grievance reports

Audit and compliance reports

Health and safety records

Records of disciplinary actions and corrective measures

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