



## HUMAN RIGHTS POLICY

### **Purpose**

This policy serves as a foundational document that defines the company's values, responsibilities, and actions in relation to human rights. It demonstrates the company's commitment to ethical behaviour, responsible practices, and contributing to a just and inclusive society.

### **Scope**

This policy applies to all employees, contractors, consultants, suppliers, and any other relevant stakeholders who have business dealings with Cernol Ltd.

### **Policy Statement**

Cernol Ltd is dedicated to upholding and promoting human rights in all areas of our business activities. We recognize and respect the inherent dignity and rights of all individuals, including employees, customers, suppliers, partners, relevant stakeholders, and members of the communities in which we operate.

### Commitments:

- a. **Non-Discrimination:** Cernol Ltd is committed to ensuring equal treatment and opportunities for all individuals, regardless of their race, colour, religion, sex, gender identity, sexual orientation, age, national origin, disability, or any other protected characteristic. We are against any form of discrimination or harassment based on these factors.
- b. **Forced Labour and Child Labour:** Cernol Ltd is against the use of forced labour, child labour, or any form of compulsory or underage employment within our operations and supply chain.
- c. **Freedom of Association:** Cernol Ltd respects the right of employees to freely associate, join, or form labour unions or other employee representative organizations in accordance with applicable laws.
- d. **Working Conditions:** Cernol Ltd is committed to providing safe and healthy working conditions for all employees and stakeholders, ensuring compliance with relevant health and safety standards.
- e. **Supply Chain Responsibility:** We expect our suppliers and business partners to share our commitment to human rights and maintain ethical labour practices throughout their operations.

### **Definitions**

Human rights are a set of fundamental rights and freedoms that are inherent to all individuals, regardless of their nationality, race, gender, religion, or other characteristics.

Human rights encompass a wide range of civil, political, economic, social, and cultural rights that are designed to ensure dignity, equality, and justice for all people.



Examples of human rights include the right to life, liberty, and security; freedom from torture and slavery; freedom of expression, religion, and assembly; the right to education, health care, and social services; and the right to work and a fair wage.

### **Roles and Responsibilities**

Cernol Ltd engages with stakeholders to raise awareness and to better understand and address human rights issues.

### **Awareness and Communication**

Cernol Ltd will provide awareness programs to employees and relevant stakeholders to promote understanding and respect for human rights principles.

We will communicate this policy internally and externally to stakeholders to reinforce our commitment to human rights.

### **Monitoring and Review**

We monitor our operations and supply chain regularly to ensure compliance with this Human Rights Policy and relevant laws and regulations.

Date: September 2023

Approved by:

Olivier Constantin  
General Manager