



## Human Rights Policy

### Purpose

The purpose of this Human Rights Policy is to affirm our commitment to upholding and promoting human rights in all aspects of our operations and business practices. This policy outlines our approach to respecting, protecting, and advancing human rights in line with the principles set out in the Universal Declaration of Human Rights, the European Convention on Human Rights, and relevant UK and EU legislation.

### Scope

This policy applies to all employees, contractors, suppliers, and business partners of the ViperCo Group Limited. It encompasses all our operations, products, and services, and extends to our interactions with stakeholders, including customers, communities, and governments.

### Policy

#### 1. Commitment to Human Rights

- The ViperCo Group Limited is committed to respecting all internationally recognized human rights as they apply to our operations and business relationships.
- We adhere to the principles of the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

#### 2. Non-Discrimination and Equal Opportunity

- We ensure a workplace free from discrimination, harassment, and bullying. Employment decisions are based on merit, qualifications, and business needs, without regard to race, colour, nationality, social or ethnic origin, religion, age, disability, gender, marital status, sexual orientation, or any other status protected by applicable law.
- Equal opportunity is provided to all employees in recruitment, training, promotion, and career development.

#### 3. Freedom of Association and Collective Bargaining

- We respect the rights of employees to join, form, or not to join a trade union without fear of reprisal, intimidation, or harassment.
- We are committed to engaging in good faith negotiations with employee representatives and upholding collective bargaining agreements.





#### 4. Health and Safety

- We provide a safe and healthy working environment for all employees. We comply with all applicable health and safety laws and regulations.
- Regular training and safety programs are implemented to ensure employees understand and can perform their work safely.

#### 5. Forced Labor and Human Trafficking

- We prohibit all forms of forced labour, human trafficking, and modern slavery in our operations and supply chains.
- We conduct due diligence and audits of suppliers to ensure compliance with this policy.

#### 6. Child Labor

- We do not employ individuals below the minimum working age as stipulated by national laws and regulations, and we adhere to ILO conventions regarding the employment of young workers.
- Suppliers are required to comply with these standards, and we actively monitor and enforce this requirement.

#### 7. Working Hours and Wages

- We ensure that working hours comply with national laws and industry standards, including overtime and rest periods.
- Compensation and benefits meet or exceed legal requirements and industry standards, and we ensure timely payment of wages.

#### 8. Community and Stakeholder Engagement

- We recognize the importance of engaging with local communities and other stakeholders to understand and address their human rights concerns.
- We are committed to making positive contributions to the communities in which we operate through responsible business practices and community development initiatives.

#### 9. Training and Awareness

- We provide training and resources to employees to ensure they understand their rights and responsibilities under this policy.
- Regular training sessions are conducted to raise awareness about human rights issues and our commitment to addressing them.





## 10. Grievance Mechanisms

- We maintain effective grievance mechanisms for employees, contractors, and other stakeholders to raise concerns about human rights impacts without fear of retaliation.
- All grievances are taken seriously, investigated promptly, and appropriate remedial actions are taken.

## 11. Monitoring and Reporting

- We regularly monitor and review our human rights performance and compliance with this policy.
- An annual report on human rights is published to provide transparency and accountability to our stakeholders.

## 12. Continuous Improvement

- We are committed to the continuous improvement of our human rights practices and regularly review and update this policy to reflect evolving standards and stakeholder expectations.

## Implementation and Compliance

- The Human Rights Policy is implemented through our corporate governance framework, and all business units and departments are responsible for its execution.
- Non-compliance with this policy is taken seriously and may result in disciplinary action, up to and including termination of employment or contracts.

By adhering to this Human Rights Policy, The ViperCo Group Limited aims to create a positive impact on society and uphold the highest standards of human dignity and respect.

