

Labour Rights Policy

Hextar Group of Companies (“Hextar” or “the Company”) is committed to protecting the human rights of all employees. The policy contains our principles and standards on fundamental issues related to labour and human rights. Creating and maintaining a workplace where each employee can develop his or her potential is of crucial importance to Hextar as an employer.

International Standards covered by the Policy

The policy states that the Hextar shall respect human rights principles and applicable labour standards.

Labour and Human Rights Policy

The Company observes basic values in four areas:

1. Forced Labour

We will not tolerate forced labour or labour which involves physical or mental abuse, including actual or threatened physical punishment, verbal or sexual harassment, or domination or restraining of workers by force, authority or threats.

2. Child Labour

Exploitation of child labour is unacceptable under any circumstances.

No person under the minimum legal working age applicable to their country may be employed by any company within the Group.

3. Discrimination



Hextar must not discriminate in hiring, compensating, access to training, promotion, termination or retirement based on race, caste, national origin, colour, religion, age, disability, gender, sexual orientation, union membership or political affiliation.



Responsibility

We believe that everyone in our organization is responsible for having due regard for human rights. In particular:

- At Board level, has overall responsibility for ensuring that human rights considerations are integral in the way in which existing operations and new opportunities are developed and managed;
- Managers and supervisors must provide visible leadership that promotes human rights as an equal priority to other business issues. They also have a responsibility for identifying abuses that occur; and
- All employees are responsible for ensuring that their own actions do not impair the human rights of others. They are also encouraged to bring forward, in confidence, any concerns that they may have about human rights abuses.

3rd December 2021