

# LABOUR AND HUMAN RIGHTS [POLICY]

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## LABOUR AND HUMAN RIGHTS POLICY

### Policy Statement

Soclean respects and supports the protection human rights as set out in the Universal Declaration of Human Rights and the principles of the UN Global Compact in relation to the rights of workers. To achieve the implementation of these principles, we will strive to go beyond legal compliance in respecting and supporting the human rights of all stakeholders, and will seek to meet the principles of the Global Compact in all of our operations.

### Aims And Objectives

Soclean will at all times respect and support human rights, and will seek to work with third parties who support our approach and standards. We will:

1. comply with applicable legislation that supports human rights wherever we operate
2. provide a fair, safe and healthy working environment for our employees and workers, and that is free from unlawful discrimination, harassment, bullying or victimisation
3. not tolerate or support the use of child labour, or forced or compulsory labour in our operations and to the extent practicable, in the operations of our suppliers
4. respect and support the rights of employees to establish, join or not join trade unions or other organisations, and we will recognise any local rights in collective bargaining
5. commit to being an inclusive employer by promoting and valuing diversity within our workforce, and among our customers and suppliers, and in the community in which we operate
6. respect our customers' privacy and protect their personal information
7. care about the way our suppliers do business and will work with them to meet our expectations in the areas of labour and human rights, as well as in health and safety, environment, ethical dealings and supply chain diversity
8. not tolerate bribery and corruption in any form.

### Responsibilities

We expect that all employees and contractors will comply with the context and spirit of this policy, and failure to comply may result in disciplinary action up to and including termination of employment or engagement for serious breaches.

Employees, workers, clients and customers, suppliers and service providers are expected to commit to and support the aims and objectives of this policy, and to cooperate with the company in the achievement of those aims and objectives. Any behaviour suspected of being inconsistent with this policy (such as unethical, illegal or improper behaviour) should be reported immediately. Persons making such reports will be protected under the terms of whistle-blower protections.



**Kal Hayek**

**Date: 01/03/2022**