

## **Human Rights, Labour Rights and Decent Work Commitment**

Banka BioLoo Limited is committed to developing an organizational culture that implements a policy of support for internationally-recognized human rights, and seeks to avoid complicity in human and labour rights abuses. We support the principles contained within the Universal Declaration of Human Rights and the ILO Core Conventions on Labour Standards.

This Policy applies to all employees, and employees of subsidiaries and joint ventures, where Banka Bio has a controlling/minor interest.

Our approach is aligned with the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact.

We seek to establish relationships with entities that share the same principles and values. We, also, promote human rights awareness and respect along our value chain. In the event of disrespect to human rights, duly proven by government authorities and mechanisms provided by legislation, we notify the supplier/partner or the customer, so they may adopt corrective measures and, in cases in which such measures are not taken, we then are entitled to rescind the respective commercial relationship.

### **Implementation Mechanisms**

The Board of Banka Bio is responsible for ensuring adherence to these commitments, and our senior management has responsibility for overseeing their implementation, and ensuring that any breach of our Code of Business Principles is investigated.

The senior management adheres to the initiatives promoted by the High Commissioner for Human Rights, as well as by the Global Compact document drafted at the time of the sixtieth anniversary of the Universal Declaration of Human Rights.

### **Stakeholder Consultation**

We listen to the views of our stakeholders. From customers, shareholders, employees and suppliers, we encourage open feedback. Corporate social responsibility is constantly evolving, as expectations change and new issues emerge. Whilst our approach to CSR is underpinned by a core set of values, it also is adaptable and flexible.

### **Setting Human Rights Priorities**

We believe our main responsibilities lie in a number of critical areas: employee rights, the right to access finance for vulnerable and disadvantaged members of the community, and the risk of human rights violations within our supply chain.

### **Commitment to Support Human Rights**

In addition to working with respect for human rights, we pursue opportunities to support human rights where we can make a positive impact.

### **Child Labour**

Child labour is not used. There is no recruitment of child labour, and "child labour" means any work by a child or a person below 18 years.

**Exploitation of Children**

Banka Bio condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitative child labor. We also support laws duly enacted to prevent and punish the crime of sexual exploitation of children. The Company will work to raise awareness concerning such exploitation, and will cooperate with law enforcement authorities to address any such instance of exploitation of which the Company becomes aware.

**Forced / Bonded Labour**

We have zero tolerance for modern slavery, forced labour and human trafficking, and will ensure our operations are free from these practices. We will work with our business partners and suppliers to influence the elimination of modern slavery, forced labour and human trafficking.

**Fair Wages/Compensation**

Every worker has a right to compensation for a regular work week that is sufficient and mandatory to meet the worker's basic needs, and provide some discretionary income. We pay, at least, the minimum wage or the appropriate prevailing wage, whichever is higher; comply with all legal requirements on wages, and provide any fringe benefits required by law or contract.

**Freedom of Association / Collective Bargaining**

Banka Bio reaffirms its support for the fundamental human rights in the workplace, including freedom of association and the right to collective bargaining. In that regard, the Company is committed to comply with the ILO conventions concerning freedom of association, and to recognize the right to organize, and the right of unions to represent and negotiate on behalf of the workers, without prejudice to existing local legislation.

**Employment Relationship**

Banka Bio recognizes the importance of secure employment for both, the individual and for society through a preference for permanent, open ended and direct employment. The Company takes responsibility for all work being performed under the appropriate legal framework and, in particular, shall not seek to avoid obligations of the employer to dependent workers by disguising what would otherwise be an employment relationship or through the excessive use of temporary or agency labour.

**Migrant Workers**

Migrant Labor: We expect all workers, including migrant workers, to be provided wages, benefits and working conditions that are fair and in accordance with local law.

**No Harsh or Inhuman Treatment / Harassment**

Employees of Banka Bio are treated with dignity, and in accordance with the policy of maintaining a work environment, free of all forms of harassment, whether physical, verbal or psychological.

**Non-discrimination**

We respect each individual's human rights and will not discriminate on the basis of race, colour, caste, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation, nor will we commit other violations of human rights. Such discrimination will not be tolerated. We will be resolute in upholding human rights in everything we do, and will not tolerate such discrimination in others. Ignorance and inaction do not constitute excuses for discrimination.

**Working Conditions, Including Hours**

We treat all employees fairly and honestly, regardless of where they work. All employees are entitled to reasonable rest breaks, access to toilets, rest facilities and portable water at their place of work, and holiday leaves, in accordance with the legislation of the country/state where they work. All employees are provided with appropriate job skills training.

**Engaging with Government Officials /Advocacy**

We reserve the right to express to governments, when necessary, our position concerning our operations, employees and shareholders and our belief in the importance of respecting human rights.

**Indigenous Peoples' Rights**

We respect the diversity of indigenous peoples, acknowledging the unique and important interests that they have in the land, waters and environment as well as their history, culture and traditional ways.

**Security**

That the task of guaranteeing the security of our employees, assets, and facilities is developed with efficiency, but also with total compliance with the law and with respect to human rights.

**Health and Safety**

Nobody should ever be at greater risk because they work for Banka Bio. Everybody has the right to go home in the same state as they come to work. We are committed to eliminating the risk of serious harm from all our activities, and to keeping our people healthy. Every Banka Bio business is designed, including work execution, that safety and health are planned in from day one – for everyone.