



Human Rights Policy



I. Introduction

At PJG, we are deeply committed to upholding the fundamental principles of human dignity, equality, and respect for all individuals. We recognize that businesses have a responsibility not only to their employees, customers, and stakeholders but also to society at large, to ensure that human rights are respected throughout all aspects of their operations.

Human rights are basic entitlements that every individual holds by virtue of being human, regardless of nationality, ethnicity, gender, or any other status. These rights are enshrined in international instruments, such as the Universal Declaration of Human Rights (UDHR), and in the conventions of the International Labour Organization (ILO). At PJG, we recognize our duty to respect and uphold these rights, not only within our organization but also throughout our supply chain and in our relationships with our stakeholders.

This **Human Rights Policy** outlines PJG's commitment to respecting human rights in all our operations. We aim to foster a workplace environment and business practices that promote fairness, equality, and dignity for all individuals, while also striving to contribute positively to the communities where we operate.



II. Commitment to Human Rights

PJG is committed to integrating human rights into every aspect of our business. Our approach is founded on respect for the dignity, freedom, and rights of individuals. This commitment is embedded in our corporate governance, our relationships with employees and suppliers, and our actions in the communities where we operate.

Respecting International Human Rights Standards

We are guided by internationally recognized human rights standards, including the Universal Declaration of Human Rights and ILO conventions. We strive to meet the expectations set forth in these instruments, aiming to:

- **Uphold equality** in all aspects of our operations, ensuring there is no discrimination based on race, gender, age, religion, disability, or any other status.
- **Promote the right to work** in an environment that is free from exploitation, harassment, and intimidation.
- **Prevent child labor** and forced labor in all aspects of our business and within our supply chain.

Fair Treatment and Equal Opportunity

We are committed to fair treatment for all individuals, regardless of their background or identity. Our policies and practices are designed to:

- Ensure **non-discriminatory practices** are applied in every facet of recruitment, promotion, and career development.
- Provide **equal access to opportunities**, resources, and training for all employees.
- Promote **diversity and inclusion** at every level of the organization to reflect the diverse communities we serve.



Prevention of Human Rights Violations

PJG has implemented rigorous measures to prevent any form of human rights violations. This includes:

- Regularly **auditing and monitoring** our own operations and our supply chain to ensure full compliance with human rights standards.
 - Ensuring **transparent reporting mechanisms** for employees and partners to raise any concerns related to human rights violations.
 - **Providing training** to our employees and partners on identifying and preventing violations of human rights.
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III. Rights of Employees

PJG recognizes that the protection of employee rights is central to our success. We are committed to providing an environment where all employees are treated with dignity, respect, and fairness. Our commitment includes:

Fair Compensation

We ensure that all employees are compensated fairly for their work. This includes providing wages that meet or exceed the legal minimum standards, as well as offering competitive benefits that support employees' well-being. Our compensation practices are designed to:

- **Ensure compliance** with national and international labor laws regarding wages and working hours.
- **Offer benefits** such as health insurance, retirement plans, and paid time off to support the well-being of our workforce.
- **Provide transparent salary structures** to foster trust and equality within the organization.



Freedom of Association and Collective Bargaining

PJG strongly supports the rights of employees to freely associate, organize, and bargain collectively. We believe that:

- Employees should have the **freedom to join or form unions** or other associations without fear of retaliation.
- We will **engage in good faith** with any employee representatives to discuss and resolve workplace issues.
- Employees have the right to **negotiate collectively** for better terms and conditions of employment, including wages, benefits, and working conditions.

Safe and Healthy Working Conditions

The health and safety of our employees are of utmost importance to us. We are committed to:

- **Ensuring compliance** with local and international health and safety regulations.
- **Implementing training programs** to ensure all employees are aware of potential hazards and know how to prevent accidents in the workplace.
- **Providing necessary safety equipment** and ensuring safe work environments to protect employees from occupational hazards.

Non-Discrimination and Equal Opportunity

We strive to create a **diverse, inclusive, and supportive workplace**, where everyone has the opportunity to succeed based on their merits. This includes:

- **Eliminating bias** from all hiring, promotion, and training decisions.
 - **Providing accommodations** for individuals with disabilities to ensure they have equal access to opportunities.
 - Promoting policies that foster a **zero-tolerance approach** to harassment and discrimination.
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IV. Respect for Human Rights in the Supply Chain

PJG is committed to ensuring that human rights are respected not only within our own organization but also throughout our supply chain. We believe that human rights must be upheld in all business dealings, and we actively work with suppliers who share our commitment to these principles.

Fair Labor Practices

We expect all suppliers and contractors to adhere to high standards regarding labor rights. This includes:

- **Prohibiting forced or child labor** in all forms within our supply chain.
- **Ensuring fair wages** and working conditions for all workers in the supply chain, in line with both local laws and international labor standards.
- **Providing equal opportunities** for all workers, irrespective of gender, race, or background.

Health and Safety Standards

We require our suppliers to maintain safe and healthy working conditions. This includes:

- **Adhering to international health and safety standards** to protect employees from harm.
- **Conducting regular health and safety audits** of our supply chain to ensure compliance.
- **Providing proper training** and protective equipment for workers exposed to any form of occupational hazard.



Sustainability and Community Impact

We encourage our suppliers to adopt sustainable and ethical practices. Our expectation is that:

- Suppliers should **minimize environmental impact** and comply with all applicable environmental regulations.
 - We actively seek suppliers who contribute positively to the **local community**, whether through employment opportunities, community engagement, or sustainable practices.
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V. Anti-Harassment and Anti-Bullying

PJG is committed to providing a workplace where all employees can work free from harassment, bullying, and any other form of mistreatment. We have a zero-tolerance policy for any form of harassment or abuse, and we take proactive steps to ensure that everyone is treated with respect and dignity.

Harassment Prevention

PJG strictly prohibits any form of harassment, including:

- **Sexual harassment:** Any unwelcome sexual advances, comments, or behavior.
- **Verbal and physical harassment:** This includes slurs, insults, threats, and unwanted physical contact.
- **Bullying and intimidation:** Any actions intended to undermine or belittle an individual's dignity or personal integrity.

We encourage all employees to **report harassment** without fear of retaliation and provide them with clear, confidential channels to raise concerns.



VI. Grievance Mechanism

PJG believes that every individual has the right to voice concerns and seek remedy for human rights violations. We have established an accessible grievance mechanism that allows:

- Employees, suppliers, and other stakeholders to report human rights violations or concerns in a safe and confidential manner.
- A process to investigate complaints promptly and impartially.
- Assurance that there will be **no retaliation** against individuals who report concerns in good faith.

Our grievance procedure includes:

1. **Clear reporting channels**, including anonymous options.
 2. **Timely investigation** and resolution of complaints.
 3. **Corrective actions** when necessary, including disciplinary measures for those who violate human rights principles.
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VII. Policy Review and Continuous Improvement

At PJG, we understand that respecting human rights is an ongoing journey. As such, we are committed to the continuous improvement of our human rights practices. This includes:

- **Regularly reviewing** this policy to ensure its effectiveness and relevance.
- **Monitoring compliance** through internal audits and third-party assessments.
- **Providing regular training** to ensure employees and stakeholders understand and respect human rights principles.

We are dedicated to fostering a culture where human rights are respected at all levels of the organization.