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ECWAMIX CHEMICAL SYSTEMS HUMAN RIGHTS POLICY

Introduction

At Ecwamix Chemical Systems, we are committed to upholding the principles of human rights, ethical conduct, and social responsibility in all aspects of our business operations. We recognise the importance of respecting and promoting human rights, both within our organisation and throughout our supply chain. This Human Rights Policy outlines our commitment to these principles.

Compliance with Applicable Laws

Ecwamix Chemical Systems will adhere to all applicable national and international laws, regulations, and standards related to human rights.

Respect for Human Rights

We commit to respecting the fundamental human rights of our employees, contractors, suppliers, and the communities in which we operate. These rights include, but are not limited to:

- **Labour Rights:** We will ensure fair wages, reasonable working hours, safe working conditions, and the right to join trade unions and engage in collective bargaining.
- **Non-discrimination:** We will not tolerate discrimination based on race, colour, religion, gender, sexual orientation, gender identity, national origin, disability, or any other protected characteristic.
- **Child Labour:** We will not employ individuals under the legal working age as defined by applicable laws.
- **Forced Labour:** We will not engage in any form of forced or compulsory labour.
- **Health and Safety:** We will provide a safe and healthy working environment for our employees and take measures to prevent accidents and injuries.

Supply Chain Responsibility

We will work with our suppliers to ensure they uphold similar human rights and ethical standards. We will encourage suppliers to adopt responsible business practices through compliance with SMETA and URSA standards.

Grievance Mechanism

We will establish a mechanism for employees, suppliers, and other stakeholders to report any concerns related to human rights violations. These concerns will be taken seriously and addressed promptly.

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Training and Awareness

We will provide training and awareness programs to our employees and suppliers on human rights issues, emphasising the importance of compliance with our policies and relevant laws.

Continuous Improvement

We are committed to continually improving our human rights practices, policies, and procedures. We will conduct regular assessments and audits to ensure compliance and identify areas for improvement.

Reporting and Transparency

We will provide transparency regarding our human rights efforts, including our progress in meeting the objectives outlined in this policy. This may include reporting in accordance with SMETA and URSA requirements.

Review and Updates

This Human Rights Policy will be reviewed and updated annually in the Management review to ensure it remains in line with the evolving regulatory landscape and the best industry practices.

Conclusion

Ecwamix Chemical Systems is dedicated to the protection and promotion of human rights within our operations and throughout our supply chain. We understand the importance of ethical conduct, and we will continue to work towards creating a fair, just, and inclusive environment for all stakeholders.

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