



# Human Rights Policy

Approved by the Board on 13 August 2022

## Overview

Respecting human rights is a core value of Flomak. It is not only the right thing to do; it also drives our success by allowing people's full potential to be realized. People's full potential can only be achieved by giving individuals their human rights in all aspects.

We conduct our operations with integrity, honesty, and transparency with respect for our employees' human rights and interests and that we shall similarly respect the legitimate interests of those with whom we have relationships.

Our approach to advancing human rights on a global scale incorporates international laws, principles, norms, including the Universal Declaration of Human Rights and adopting International Labour Organisation (ILO) Core Standards. Flomak has signed Global Compact and working on improving all the aspects of human rights in its workplace.

Wherever we operate, we always seek to respect human rights in our employment practices and business operations. We operate according to national laws in all the countries we work.

## Our Employees

We strive to ensure that every person who makes our products is treated with respect and dignity. We are committed to providing a confidential, safe channel for everyone to report any matter they think is related to human rights. We monitor the effectiveness of applied human rights through an open-door policy, employee engagement surveys, suggestion systems, employee representatives.

## Supply Chain

We also want our suppliers to adopt the Human Rights Policies in their business and employment practices. Transparency is core to our commitment to respect human rights. We request all our suppliers to be transparent and apply ethical trading in their business. In collaboration with our internal audit team, we get all the suppliers internally evaluate themselves against human rights yearly.

## Remediation

We are ready to place effective remediation through our internal communication channels whenever we get a Human Rights impact. We have already announced to all our employees and partners that we do not tolerate any child labour, forced labour, human trafficking, modern slavery in our operations.

## Empowering Women

Women face discrimination, limited access to training, promotion, education all around the World. We foresee a business where women equally participate in all levels of our business and adopt the same in our suppliers. (Please review our *Diversity and Inclusion Policy*)

## Our Governance

Our work in this area is overseen by the Flomak Chief Executive Officer, supported by the Flomak Director of Human Resources, and the Director of Marketing. In this way, every part of our business will have clear guidance about human rights.

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