

	<h1>Human Rights Policy</h1>		Policy	Page: 1/2
			Edition: 1	
			Date: October 11, 2022	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo013	

## Introduction

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Respect for human rights is a core value of our business. We also believe that our success can only be achieved if human rights are protected.

## Statement

Beesline International S.A.L. recognizes and protects the rights of all human beings and is ready to remedy any kind of violation related to their rights.

Beesline International S.A.L. respects and follows the United Nations Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

Beesline International S.A.L. works and intends on spreading this commitment to influence the whole sphere of stakeholders we deal with, such as shareholders, board members, employees, suppliers, customers (distributors and consumers), and the community.

This policy was written based on the UNGC guide (A Guide for Business How to Develop a Human Rights Policy), which includes the following principles:

- **Non-discrimination & Equality**

Beesline International S.A.L. respects each individual's rights, everyone is entitled to human rights with no exceptions. Beesline will not discriminate on the basis of race, color, religion, creed, sex, age, social status, family origin, sexual orientation, or people with special needs.

Beesline International S.A.L. provides equal opportunities & treatment by eliminating all discriminatory practices and promoting work environment. ([Ref. Beesline Diversity & Inclusion Policy](#))

- **Child Labour**

Beesline International S.A.L. does not accept child labor. Child labor is defined as work undertaken by a child; the child is legally prohibited from undertaking a job that is likely to be harmful to the Child's health or physical, mental, spiritual, moral, or social development; or interferes with a Child's education. ([Ref. Beesline Child Labour Policy](#))

- **Forced Labour**

Beesline International strictly forbid the use of forced labour and expects the same of all its business partners. We are against all forms of forced labour. The freedom of workers must be ensured at all times. ([Ref. Beesline Forced Labour Policy](#))

- **Freedom of Association**

Beesline fully respects and supports workers' democratic rights to participate or not participate in trade unions without fear of intimidation, pressure, or reprisal. We support the International Labour Organization's (ILO) Declaration on Fundamental Rights and Principles at Work, including the ILO

	<h1>Human Rights Policy</h1>	Policy	Page: 2/2
		Edition: 1	
		Date: October 11, 2022	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo013

declaration on the freedom of association and the right to collective bargaining. ([Ref. Beesline Freedom of Association Policy](#))

- **Occupational Health & Safety**

The occupational health and safety of all persons working for Beesline International S.A.L. are considered to be of utmost importance. Beesline International S.A.L. is committed to providing a safe and healthy environment for its workers, interns, and visitors. ([Ref. Beesline Occupational Health & Safety Policy](#))

- **Family-Friendly**

Beesline International S.A.L. is committed to helping its team with child-caring responsibilities to balance work and family life. Beesline International S.A.L. is fully aware that investing in a family-friendly workplace is good for families, businesses, economies, and societies at large. Family-friendly policies contribute to healthier, better-educated children, greater gender equality, and sustainable growth. They are also linked to better workforce productivity and the ability to attract, motivate and retain the team. ([Ref. Beesline Family-Friendly Policy](#))

- **Maternity Protection**

Beesline International S.A.L. ensures that work will not pose risks to the health and well-being of a working woman and her child. In addition, it ensures that women's reproductive roles do not compromise their economic and employment security and prospects. Beesline will not terminate the employment of a woman during her pregnancy, pregnancy-related sickness absence, and maternity leave. ([Ref. Beesline Family-Friendly Policy](#))

- **Accessibility for persons with disabilities**

Beesline offices are accessible for persons with disabilities. ([Ref. Beesline Diversity & Inclusion Policy](#))

- **Equal Pay**

Beesline International S.A.L. is committed to ensuring that pay and working conditions are fair, unbiased, and equal among all the team with no exceptions. Also, ensuring that all the team, regardless of their gender, have equal opportunities in remuneration and promotion based on their Performance & Development Plan and their defined KPIs. ([Ref. Beesline Equal Pay Policy](#))

- **Violence/Harassment**

Beesline International S.A.L. is committed to providing a safe environment for all its team free of discrimination on any ground and from violence and harassment at work including sexual harassment. ([Ref. Beesline Sexual Harassment Policy](#))

## Implementation of this Policy

Beesline International S.A.L. will ensure that this policy is widely disseminated to all relevant persons. It will be included in the staff handbook. All new employees must be trained on the content of this policy as part of their induction into the company. Reminding trainings are repeated yearly for all teams.

It is the responsibility of every manager to ensure that all his/her employees are aware of the policy.