

Human Rights Policy Commitment:

Next Technologies Ltd is committed to upholding and respecting human rights across our operations and supply chains. We recognize the importance of promoting and protecting fundamental human rights, including freedom of expression, access to water and sanitation, and gender equality and women's rights. Our commitment is grounded in international human rights standards, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We strive to integrate these principles into our policies, practices, and decision-making processes.

1. **Freedom of Expression:** We are dedicated to ensuring freedom of expression and fostering an open and inclusive environment within our organization. We support the rights of all individuals, including employees, contractors, and stakeholders, to express their opinions, ideas, and concerns freely and without fear of reprisal. We respect the right to privacy and protect whistle-blower's who raise concerns related to human rights violations.
2. **Access to Water and Sanitation:** We acknowledge the essential nature of access to clean water and sanitation as a basic human right. We commit to promoting and supporting sustainable water management practices and improving access to clean water and sanitation facilities within our operations and surrounding communities. We aim to minimize our water footprint, prevent water pollution, and contribute to local water security and conservation efforts.
3. **Gender Equality and Women's Rights:** We are dedicated to promoting gender equality, empowering women, and fostering an inclusive and diverse workplace. We value the skills, perspectives, and contributions of all employees, regardless of gender. We strive to provide equal opportunities for career development, fair remuneration, and leadership roles for all employees. We are committed to preventing discrimination, harassment, and gender-based violence and ensuring a safe and respectful work environment for everyone.


Implementation and Accountability:

To fulfill our policy commitment, we will:

- Integrate human rights considerations, including freedom of expression, access to water and sanitation, and gender equality, into our decision-making processes, policies, and codes of conduct.
- Provide regular training and awareness programs for employees to promote understanding of human rights principles and empower them to uphold and respect human rights.
- Establish grievance mechanisms and channels for reporting and addressing human rights concerns, ensuring confidentiality, impartiality, and non-retaliation.
- Conduct due diligence across our supply chains to identify and address any human rights risks, working collaboratively with suppliers and stakeholders to drive positive change.
- Monitor and evaluate our progress on human rights performance through the use of key performance indicators and regular reporting.
- Engage with external stakeholders, including civil society organizations, human rights advocates, and relevant industry initiatives, to continually learn, improve, and promote human rights practices.

This policy commitment represents our dedication to creating a responsible and sustainable business that respects and promotes human rights. We strive to continuously improve our practices and collaborate with stakeholders to drive positive social impact and contribute to a more equitable and inclusive society.

Signed by:



DIRECTOR & COO

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