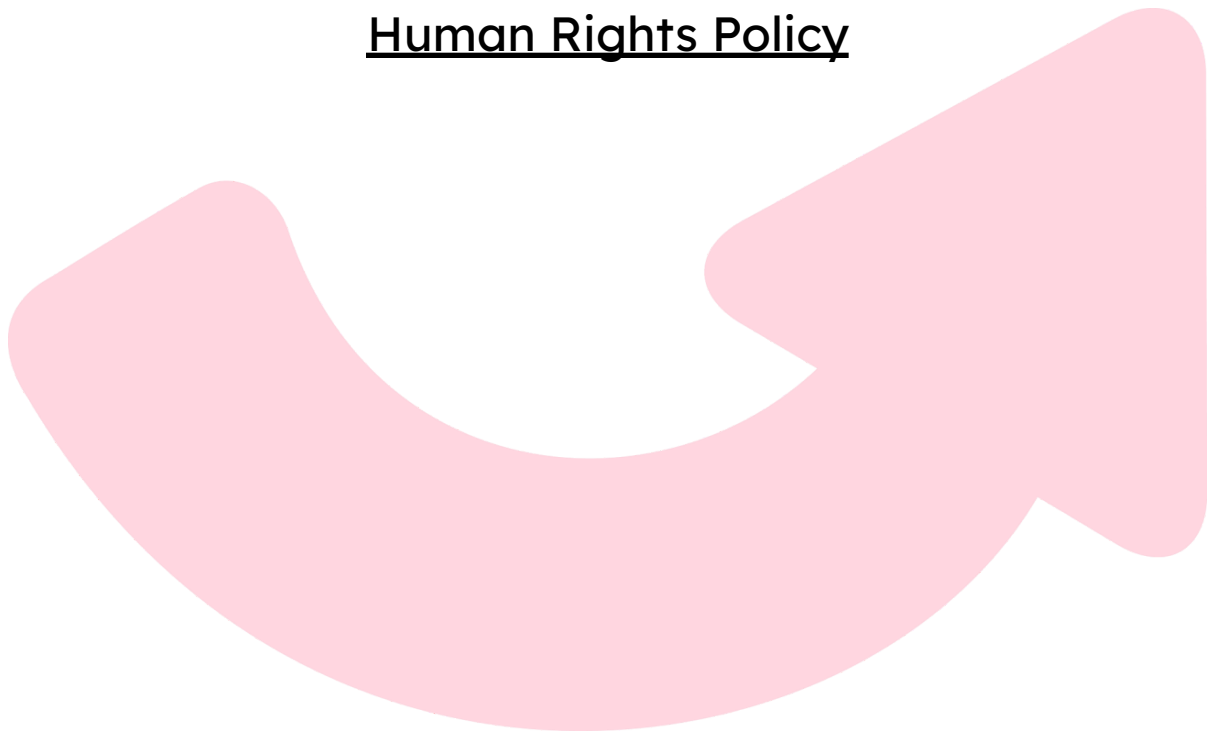




Human Rights Policy



1. **Objective**

The objective of this Human Rights Policy is to ensure that InfoBeans respects and upholds human rights principles in all its operations and relationships. This policy serves as a guiding framework that outlines our commitment to respecting the rights and dignity of individuals and communities affected by its activities.

2. **Scope**

This policy is applicable to all employees, contractors and subcontractors of InfoBeans and its group companies.

3. **Main contents**

3.1 Harassment Free Employer

We are dedicated to maintaining a workplace free from harassment, where every employee is treated with respect and dignity. We strictly prohibit any form of harassment, including but not limited to harassment based on race, gender, sexual orientation, religion, or disability. We are committed to promptly addressing and resolving any instances of harassment and providing a safe and inclusive work environment for all.

3.2 Equal Opportunity Employer

As an Equal Opportunity Employer, we are committed to creating a workplace that fosters diversity, inclusion, and equal opportunities for all individuals. We do not discriminate on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, or any other protected characteristic. Our hiring, promotion, and employment practices are guided by principles of fairness, merit, and equal treatment for every employee.

3.3. Freedom of Expression & Association

We recognize and respect the rights of our employees to freedom of expression and association. We encourage open dialogue, constructive feedback, and the sharing of diverse perspectives within our workplace. We support our employees' rights to engage in lawful activities outside of work and participate in associations, organizations, and communities of their choice, as long as it does not conflict with their professional responsibilities or the company's interests

3.4. Health, Workplace Safety and Environment

We prioritize the health, safety, and well-being of our employees, and we are committed to providing a safe and healthy work environment. We strive to prevent accidents, injuries, and illnesses by implementing robust safety measures and promoting a culture of safety awareness. Additionally, we are dedicated to minimizing our environmental impact and promoting sustainability through responsible resource management and compliance with relevant environmental regulations.

3.5. Workplace Diversity

We embrace workplace diversity as a fundamental value and believe that it enriches our organization. We are committed to fostering an inclusive environment that celebrates individual differences, including but not limited to race, ethnicity, gender, age, religion, sexual orientation, and disability. We actively promote diversity through our hiring practices, employee development programs, and decision-making processes, ensuring equal opportunities for all.

3.6. Sustainability

We are committed to integrating sustainability principles into all aspects of our business operations. We strive to minimize our environmental footprint, promote resource efficiency, and contribute positively to the communities and ecosystems in which we operate. Through sustainable practices, we aim to create a better future for current and future generations.

3.7. Anti-Bribery and Anti-Corruption

We have a zero-tolerance policy towards bribery and corruption in any form. We are committed to conducting our business with the highest ethical standards, complying with all applicable anti-bribery and anti-corruption laws and regulations. We maintain rigorous controls and procedures to prevent, detect, and address any instances of bribery or corruption within our organization.

3.8. Data Privacy

We recognize the importance of data privacy as a fundamental human right. We are fully committed to protecting the personal data of our employees, customers, and stakeholders. Our data privacy policy is designed to ensure compliance with applicable laws, including the General Data Protection Regulation (GDPR). We implement robust security measures to safeguard personal data, obtain necessary consents, and provide individuals with control over their information.

3.9. Living Wages

We ensure that all employees receive compensation that enables them to maintain a satisfactory standard of living. We consistently ensure that employees are paid above the minimum wage set by governments in the countries where we operate worldwide.

3.10. Abolition of Child Labor

We are dedicated to the abolition of child labor in all its forms. We strictly adhere to applicable laws and regulations regarding the minimum age for employment. We do not engage in or support any activities that exploit child labor.

3.11. Abolition of Forced Labor

We firmly condemn and prohibit all forms of forced labor within our company and throughout our supply chains. We are committed to upholding the principles of freedom and dignity for all individuals involved in our operations. We ensure that our recruitment and employment practices are transparent, voluntary, and in full compliance with applicable laws and regulations.

3.12. Employee Rights and Entitlement

We are committed to ensuring compliance and believe it is important to educate employees on their rights and responsibilities. We have uploaded the reference documents and policies on our internal portals, that serve as a guide to employees on their benefit entitlements. These documents are reviewed regularly to ensure they are always updated.

