

HUMAN RIGHTS POLICY

GEM Enviro Management Ltd.

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Document Name	Human Rights Policy:
Organization	GEM Enviro Management Ltd.
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Preamble

GEM Enviro Management Ltd. (hereinafter referred to as “GEM” or the company’), recognizes the value that business can play in the protection of human rights across the workforce, communities, suppliers, and other business associates. The company is committed to developing a culture based on a policy that supports human rights and seeks to avoid human rights abuses. The company supports the human rights principles contained within the leading national and international standards.

1. Human Rights for Employees

This policy intends to respect the human rights of employees, including non-discrimination, prohibition of child and forced labor, freedom of association and the right to engage in collective bargaining. The company strives to ensure that there is no discrimination or harassment due to gender, religion, ethnicity, and disability. We continuously work towards building a conducive work environment wherein merit in qualification and performance becomes the sole criteria for selection & performance appraisal and the work environment is free from all forms of harassment - physical, verbal, psychological, sexual or any other kind.

Human rights policy would be promoted among all employees & workers at various levels of the company through training and various forms of communications.

2. Human Rights for Suppliers and Contractors

GEM shall evaluate and select suppliers/contractors while considering the company’s ‘Human Rights Policy’ and would monitor their performance periodically. GEM shall ensure as far as feasible, that there is no child, forced, trafficked or slave labor in the company’s value chain.

3. Human Rights for Local Communities

GEM shall strive to ensure the following:

- To respect the cultures, customs, and values of the people in communities in which the company operates.
- To contribute towards the fulfillment of human rights by improving economic, environmental, and social conditions and serve as a positive influence in communities in which the company operates.

- To have an open dialogue with stakeholders and participate in community engagement activities.

4. Human Rights for Broader Society

GEM shall strive to ensure the following;

- To participate, where appropriate in public affairs, in a non-partisan and responsible way to promote internationally recognized human rights.
- To play a positive role, within the company's spheres of influence, in capacity-building for the realization of human rights in areas where the company operates.
- To promote the realization of environmental sustainability and development through core business and through participation in other multi-stakeholder activities as appropriate.
- To uphold the highest standards in business ethics and integrity and where appropriate, to support efforts of national and international authorities to establish and enforce such standards for all businesses.

5. GEM's Human Rights Statement

GEM is committed to developing a company culture that implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as addressed explicitly in other documents like Supply Chain Policy, Supplier Code of Conduct & ESG Policy.

6. Grievance Redressal Mechanism

The company is committed to preventing any human rights violation and ensures compliance of the Policy through an internal mechanism implemented by the management and monitored by the Board. Any grievance related to 'Human Rights' issues shall be resolved as per GEM's "Grievance Redressal Policy" in a timely manner.

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