



# HUMAN RIGHTS POLICY

Re Sustainability Limited has implemented policies & practices to promote and protect human rights in the workplace and some of the ways we adopt these are as follows:

## **Code of Business Ethics**

Re sustainability Limited has established a code that describes the way we aspire to work in our organisation and guides us in our business relationships. The Code helps us to build long term relationships with our clients, suppliers, authorities, business partners, employees and other stakeholders.

## **Guided by Model Standing Orders**

Re Sustainability Limited will respect the rights of its employees, including their right to freedom of association, collective bargaining and fair wages. Our constant attempt has been to balance reasonable expectations of workforce versus the business interests of the employers and this is reflected in our various company policies

## **Diversity Equity & Inclusion**

Re sustainability Limited is committed to promoting diversity equity and inclusion in the workplace by setting goals to increase the representation of underrepresented groups in its workforce. The company shall strive to implement practices to ensure equal opportunities for all employees beyond just social categories to include elements that make individual employees unique from one another that include preferences, perspectives and characteristics.

## **Training and Development**

Re sustainability Limited will provide training and development opportunities to its employees to support their personal and professional growth. We offer a range of training programs, including technical process, soft skills and leadership development. We prefer to identify, develop and promote employees internally.

## **Employee Engagement & Employee Benefits**

Re sustainability Limited encourages employees to provide feedback and suggestions for enhancements and it fosters a culture of innovation and learning. The company also offers its employees a range of benefits that include health insurance, paid leave, salary advance, team outing and many more.

## **Workforce Health & Safety**

Re Sustainability is committed to workforce health and safety by implementing and reporting measures to prevent injuries and accidents at workplace and provides employees access to health support.