



EMRISE

Human Rights & Labour Standards Policy

Introduction

Emrise Ltd recognises the corporate responsibility to respect human rights, including labour rights, and – at a minimum – fully respecting and complying with applicable laws and regulations.

We respect internationally recognized human rights as expressed in the International Bill of Human Rights, consisting of the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

Emrise also respects the principles and rights set out in the eight International Labour Organisation Core Conventions.

We are committed to conduct our business activities based on respecting the following human and labour rights:

- **Freedom of Association.** Respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations.
- **No forced or child labour.** Not tolerate any form of forced or child labour.
- **Diversity and equal opportunities.** Ensure no discrimination in hiring and employment practices with regards to race, religion, sex, age, physical ability, political opinion, social or ethnic origin or sexual orientation;
- **No harassment.** Provide a workplace that is free from any form of harassment, including verbal, physical, mental and visual harassment;
- **Fair employment practices.** Comply with applicable laws and industry norms on employees pay, work hours and conditions. Provide fair and competitive compensation commensurate with the employees' position;
- **A safe and healthy workplace.** Provide and maintain a safe and healthy work environment for every employee, on-site contractor and service provider;
- **Human rights and labour due diligence.** Ensure full respect of human and labour rights in all company activities by performing due diligence assessments when necessary and defining corrective actions based upon the findings.
- **Human resources practices.** Adopt Human Resources policies and procedures for all operations under Emrise Ltd, including labour standards policies and procedures and provide clear communication throughout the company;
- **Personal and professional development.** Foster personal and professional development and encourage employees to balance their work and personal responsibilities; and
- **Open dialogue and resolving concerns.** Encourage employees to take their concerns up directly with management or HR and create an environment where open dialogue is the preferred way of resolving issues.

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Last Review: June 2025

Next Review: June 2026

Person Responsible for review: HR & Operations Manager

This Policy has been agreed by: Amad Tababa, Founder