



# Policy

## Human Rights

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<i>Approved</i>	L Brady	
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### 1. Purpose

1.1. Rojone is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. We also expect and demand that all vendors within our supply chain adhere to this policy.

### 2. Forced Labor

2.1. We will not use any type of involuntary or forced labor, including indentured, bonded, prison, slave, or human trafficked labor. All labor must be voluntary and employees must be free to end their labor or their employment relationship at any time.

### 3. Child Labor

3.1. Child labor will not to be used in any stage of production. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Employees under 18 years of age shall not perform work that could endanger their health or safety, including night shifts and overtime. Students placed by schools and colleges as part of vocational education/training are not considered to be child labor for the purpose of this policy.

### 4. Working Hours

4.1. We will ensure that our employees work weeks do not to exceed 48 hours per week, including overtime, except in emergency or unusual situations. Workers will normally be entitled to two days off after a five-day work period, however shall be an employee work more than seven days, they will be allowed one day off.

### 5. Wages and Benefits

5.1. Compensation paid to employees shall comply with all applicable wage laws, which includes laws on the minimum wage, overtime, and statutory welfare benefits. Deductions from wages for disciplinary measure is not permitted.

### 6. Humane Treatment

6.1. There shall be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental, or physical coercion or verbal abuse of employees; nor is there to be the threat of such treatment.

### 7. Non-Discrimination

7.1. Rojone will not tolerate any unlawful harassment or discrimination within its workforce. Selection and employment practice, such as for advancement and remuneration or access to training opportunities, nor shall we discriminate against employees on the basis of race, skin color, age, gender, sexual orientation, ethnic background, disability, pregnancy, religious, or political conviction, trades union membership, or family status.

## **8. Freedom of Association**

In accordance with relevant local law, Rojone grants employees the right to form and join associations and to safeguard their interests.