



# The Carlstar Group

Policy # CSG - HR #645

## Global Human Rights Policy

At The Carlstar Group, we recognize the respect for human rights is fundamental to our values, operations, employees and relationships with partners and stakeholders. As a responsible corporate citizen, we are committed to upholding and promoting human rights in all aspects of our business. This Global Human Rights Policy outlines our principles and commitments to ensure protection and advancement of human right across our organization and supply chain.

1. Respect
  - a. We respect the inherent dignity and rights of all individuals, regardless of their race, color, ethnicity, gender, sexual orientation, religion, disability, age, nationality, or any other characteristic.
  - b. We will not tolerate discrimination, harassment, or any form of abuse toward our employees, customers, suppliers or any other parties we engage with.
2. Labor Rights
  - a. We uphold the right of freedom of association and collective bargaining for our employees, in compliance with local laws and regulations.
  - b. We provide a safe, both physically and physiologically, and healthy work environment our employees, promoting their well-being and safeguarding against any form of exploitation or forced labor.
3. Child Labor
  - a. We strictly adhere to international and national laws regarding child labor, and we do not employ anyone below the legal working age in the country of operation.
4. Fair Wages and Benefits
  - a. We ensure that all employees are provided with fair wages and benefits that comply with applicable laws and industry standards, enabling them to meet their basic needs and improve their living standards.
5. Supply Chain Responsibility
  - a. We expect our suppliers and business partners to comply with the human rights principles and values consistent with our own.



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- b. We work collaboratively with our suppliers to address any human rights risk in the supply chain and implement corrective actions when necessary.
6. Community Engagement
  - a. We engage with local communities in a transparent and respectful manner, taking into account their human rights concerns and seeking ways to contribute positively to their development.
7. Human Rights Due Diligence
  - a. We conduct regular assessments to identify, prevent, and address any potential human rights risks within our organization and supply chain.
  - b. We take prompt action to remedy any adverse human rights impacts resulting from our activity.
8. Reporting and Communication
  - a. We are committed to transparently communicating our human rights efforts, progress and challenges both internally and externally.
  - b. We encourage stakeholders to provide feedback, observations, concerns and suggestions related to our human rights practices, and provide numerous ways to report anonymously.
9. Non-Retaliation
  - a. We guarantee protection to individuals who raise concerns or report potential human rights violations in good faith. We do not tolerate any form of retaliation against whistleblowers.
10. Continuous Improvement
  - a. We continuously review and improve our Human Rights Policy and practices to align with emerging international standards and best practices.

This Global Human Rights Policy is an integral part of our corporate culture and guides our decision-making processes. All employees and business partners are expected to adhere to these principles, promoting a culture of respect for human rights throughout our operations and beyond.

Jacob Thomas  
CEO  
The Carlstar Group

Date