



**HUMAN RIGHTS POLICY**

**Policy Outline**

This policy outlines MEPCO's commitment to creating a fair, safe, and professional working environment. It ensures strict compliance with national labor laws, align with international labor standards, and our commitment to ethical business practices.

**Scope of the Policy**

This policy applies to all employees of MEPCO-permanent, contractual, and temporary across all departments in all our business premises.

**Working Conditions**

We maintain a workplace that supports physical and mental well-being, work-life balance and respect the personal time and dignity of each individual. Safety is not negotiable, every employee has the right to work in an environment free from avoidable hazards.

**Career Management and Training**

Build a learning-driven organization that values continuous development and Ensure fair and transparent promotion practices. We offer ongoing training, mentoring, and learning opportunities tailored to individual and business needs.

**Discrimination and Harassment**

At MEPCO, we have zero tolerance to discrimination and harassment. Discrimination of any kind-based on gender, age, religion, ethnicity, disability, or any other status is not tolerated. We embrace diversity as a strength and ensure equal opportunity in recruitment, development, and leadership. Ensure equal pay for equal work across all job categories.

**Child Labour**

We have a zero-tolerance policy towards child labour. MEPCO is firmly committed to ensuring that no child under the age of 18 is employed, either directly or indirectly. We uphold the principles of decent work and expect the same standards from all partners, suppliers, and contractors.

**Social Dialogue**

Employees have the right to participate in trade unions and professional associations as per applicable laws. MEPCO will maintain open channels of communication with

recognized employee unions. We encourage open communication and collaboration at all levels.

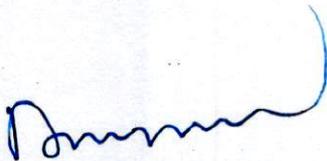
**Quantitative Objectives**

<p><b>Working Conditions</b></p>	<p>Zero fatalities and less than 1 Lost Time Injury Frequency Rate (LTIFR) annually.</p> <p>100% health care coverage and 100% of employees receive annual health and safety training by 2030.</p>
<p><b>Career Management and Training</b></p>	<p>Ensure 100% trainings for all employees on relevant subjects</p> <p>Provide minimum 20 hours of training per employee per year.</p> <p>Fill majority of leadership roles internally through promotions or up skilling.</p>
<p><b>Discrimination and Harassment</b></p>	<p>Zero unresolved complaints related to harassment / discrimination</p> <p>Zero confirmed cases of bias or favoritism in hiring, promotion, or compensation practices.</p> <p>Train 100% employees on anti-harassment and diversity by 2030</p>
<p><b>Child Labour</b></p>	<p>100% age verification of employees and third-party workers.</p> <p>Conduct annual audits of all contractors/suppliers for compliance.</p> <p>Zero cases of child labour identified in MEPCO operations and supply chain.</p>
<p><b>Social Dialogue</b></p>	<p>All confirmed workers are covered by collective bargaining agreements.</p>

**Implementing and Monitoring**

This policy shall be communicated to all employees, contractors, and stakeholders, and its implementation will be regularly monitored and reviewed annually to ensure alignment with ongoing compliance and evolving standards.

**Approving authority**



**Chief Executive Officer**

02.04.2025