



Human Rights Policy

Albert Invent, as a participant of the United Nations Global Compact (UNGC), is dedicated to upholding and advancing the fundamental principles of human rights in every facet of our business operations. We deeply acknowledge and honor the intrinsic dignity, equality, and rights of all individuals. This Human Rights Policy articulates our unwavering commitment to the promotion of human rights, fostering a culture of fairness, inclusivity, and non-discrimination.

Respect for Human Rights:

Albert Invent respects and upholds the universal human rights as set forth in international conventions and treaties, including but not limited to the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Non-Discrimination and Equal Opportunity:

We promote a work environment that is free from discrimination, harassment, or any form of unfair treatment based on race, color, gender, age, religion, disability, sexual orientation, national origin, or any other protected characteristic. We provide equal opportunities for all employees and applicants, ensuring fair and merit-based employment practices.

Employee Rights and Labor Standards:

We uphold the rights of employees as defined by national laws and regulations, ensuring fair wages, reasonable working hours, and safe working conditions. We respect the freedom of association, collective bargaining rights, and the right to engage in lawful and peaceful assembly.

Forced Labor and Child Labor:

We strictly prohibit the use of forced labor, including any form of involuntary servitude, human trafficking, or debt bondage. We do not employ individuals below the legal working age and comply with applicable laws and regulations regarding child labor.

Supply Chain Responsibility:

We expect our suppliers, contractors, and business partners to uphold the same principles and standards of human rights. We work collaboratively with them to ensure that human rights are respected throughout the supply chain, from sourcing to delivery.

Freedom of Expression and Privacy:

We respect the rights of employees to freedom of expression and the right to privacy in accordance with applicable laws and regulations. Employees are encouraged to express their opinions and ideas in a respectful and constructive manner.

Social Media Posting:

We recognize that social media has become an integral part of communication and expression in today's digital age. While we respect employees' right to express their personal views and opinions on social media platforms, it is crucial to uphold our commitment to human rights, inclusivity, and respect. Therefore, the following guidelines apply to social media posting:

- a) **Respect for Human Rights:** Employees should refrain from posting content that promotes discrimination, harassment, hate speech, or any form of human rights violations.
- b) **Confidential Information:** Employees must not disclose any confidential or proprietary information about the company, its clients, partners, or colleagues on social media platforms.
- c) **Personal Responsibility:** Employees should clearly distinguish between personal views and opinions and those representing Albert Invent. When expressing personal views, it is important to make it clear that these opinions are their own and not representative of the company.
- d) **Professionalism and Respect:** Employees should maintain professionalism and respect when engaging in discussions or responding to comments on social media platforms. Avoid engaging in online disputes or arguments that may reflect negatively on the company or its reputation.
- e) **Compliance with Laws:** Employees must comply with all applicable laws, regulations, and company policies when posting on social media platforms.
- f) **Protection of Company Reputation:** Employees should be mindful that their social media activities have the potential to impact the company's reputation. Therefore, exercise good judgment and consider the potential consequences before posting content that may be seen as controversial, offensive, or detrimental to the company's image.
- g) **Reporting Violations:** If employees come across any social media posts related to Albert Invent that they believe violate our human rights policy or other company policies, they should report it through the appropriate channels provided by the company.

It is important to note that while employees have the right to express themselves on social media, this right should be exercised responsibly, ethically, and in a manner that aligns with our commitment to human rights and our company values.

Grievance Mechanism:

We maintain an accessible and confidential grievance mechanism that allows employees to report any concerns, violations, or grievances related to human rights. We investigate such reports promptly and take appropriate action to address any substantiated issues.

Training and Awareness:

We provide training and awareness programs to ensure that all employees are knowledgeable about their rights, responsibilities, and the importance of respecting human rights. We promote a culture of respect, inclusivity, and sensitivity to diverse backgrounds and perspectives.

Continuous Improvement:

We are committed to continuously improving our human rights performance. We regularly review and update our policies, procedures, and practices to ensure alignment with evolving human rights standards and expectations.

Reporting and Transparency:

We are transparent in communicating our human rights commitments and progress. We disclose relevant information regarding our efforts to respect and promote human rights, both internally and externally.

Compliance and Accountability:

All employees, contractors, and stakeholders are expected to comply with this Human Rights Policy. Failure to adhere to this policy may result in disciplinary action, including but not limited to termination or contract termination.

This Human Rights Policy applies to all employees, contractors, consultants, agents, and representatives of Albert Invent.