

# Global Human Rights Policy

## Introduction

ADAMftd Pte Ltd is committed to upholding and promoting human rights in all aspects of our business operations. We believe that respecting human rights is not only a legal obligation but also a moral imperative that supports the long-term sustainability of our company and the communities in which we operate. This Global Human Rights Policy outlines our commitment to human rights, the principles we adhere to, and the responsibilities of our employees, suppliers, and stakeholders.

## Commitment to Human Rights

Our commitment to human rights is guided by the principles set forth in the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, and the United Nations Guiding Principles on Business and Human Rights. We strive to ensure that our operations, supply chains, and business relationships respect and promote human rights, including but not limited to:

- **Freedom from Forced Labour:** We strictly prohibit all forms of forced, bonded, or indentured labor, including child labor, and adhere to ILO Convention 29 and Convention 105.
- **Non-Discrimination and Equality:** We are committed to providing a workplace free from discrimination based on race, gender, nationality, religion, disability, sexual orientation, or any other protected characteristic.
- **Freedom of Association and Collective Bargaining:** We respect the rights of employees to freely associate, join unions, and participate in collective bargaining.
- **Safe and Healthy Working Conditions:** We ensure that all employees work in a safe and healthy environment, complying with all relevant health and safety laws and regulations.

## Supply Chain Responsibility

We recognize that our responsibility to uphold human rights extends beyond our direct operations to our supply chain. We are committed to working with suppliers who share our commitment to human rights and ethical business practices. Our supply chain requirements include:

- **Adherence to Human Rights Standards:** Suppliers must adhere to internationally recognized human rights standards and labor laws, as outlined in our Supplier Code of Conduct.
- **Transparency and Traceability:** Suppliers are required to provide transparency in their operations and supply chains, ensuring traceability of products and materials to prevent human rights abuses such as forced labor and child labor.
- **Monitoring and Compliance:** We regularly monitor and assess our suppliers' compliance with our human rights standards and work collaboratively to address any issues identified.

## Reporting and Whistleblowing

We encourage our employees, suppliers, and stakeholders to report any concerns or violations of human rights. We have established a Whistleblower Policy that provides a safe and confidential mechanism for reporting such issues without fear of retaliation.

## Training and Awareness

We provide ongoing training and resources to our employees, suppliers, and business partners to raise awareness of human rights issues and ensure compliance with our Global Human Rights Policy.

## Related Policies

Our commitment to human rights is further supported by our various policies, including:

- Accessibility Statement
- CSR Policy
- Anti-Slavery Policy
- Anti-Bribery and Corruption Policy

These policies reinforce our dedication to ethical business practices, transparency, and corporate social responsibility.

## Continuous Improvement

We are committed to continuously improving our human rights practices and regularly reviewing and updating our policies and procedures to ensure they remain effective and aligned with international standards.

## Conclusion

ADAMftd Pte Ltd is dedicated to fostering a culture of respect, transparency, and accountability. By upholding the highest standards of human rights, we aim to create a positive impact on our employees, suppliers, stakeholders, and the global community.

Signed,

A handwritten signature in black ink, appearing to read "J. S. York".

James York  
*Chief Executive Officer*  
**ADAMftd Pte Ltd**  
30th June 2024