

Human Rights Policy

Sorion Electronics Limited is committed to encouraging diversity, equality, and inclusion within our company and is committed to eliminating any unlawful discrimination and ensuring that each of our employees feels respected and valued.

The Human Rights Policy sets out our position with respect to human rights and modern slavery and sits alongside our Health and Safety Policy and Modern Slavery Policy.

- **Child Labour:** We will not use child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships, internships and other similar programmes that comply with the applicable laws and regulations.
- **Modern slavery:** We will not use forced, bonded or involuntary labour and have a zero-tolerance approach towards human trafficking.
- **Health, Safety and Hygiene:** All Sorion employees will work in an environment that is both safe and healthy, in line with our Health and Safety Policy.
- **Discipline:** Sorion prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees in their Contract of Employment. All disciplinary measures of a serious nature are recorded and actioned.
- **Working Hours:** Sorion will ensure that working hours are reasonable and comply with the law and industry standards.
- **Equality of Treatment:** We are fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment.
- **Employment terms:** Sorion will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.
- **Remuneration:** Sorion will, at a minimum, provide wages and benefits that meet national standards. We will provide employees with clear written information on their pay and conditions. We are committed to equal pay and benefits for men and women for work of equal value.

This policy is made available to all employees, interested parties and the public, it's also available on our website and issued and explained to all employees and those working on our behalf upon commencement of work with the company. Any revisions will be incorporated when necessary and will be brought to the attention of employees, those working on our behalf and other interested parties.