

Human Rights Policy for BIO OIL GROUP

Introduction

BIO OIL GROUP is committed to do business in a manner that respects the rights and dignity of all people, complying with all legal requirements. This policy outlines our commitment to integrating these principles into our business operations, ensuring that we operate responsibly and with respect for all individuals.

Scope

This policy applies to all employees, contractors, suppliers, and business partners of BIO OIL GROUP. It covers all aspects of our business operations, including but not limited to, our supply chain, production processes, and interactions with local communities.

Commitment to Human Rights

BIO OIL GROUP is committed to:

- » Respecting the human rights of all individuals impacted by our operations, including employees, contractors, suppliers, and local communities.
- » Ensuring that our business practices are in line with the principles set out in the Universal Declaration of Human Rights and the core labour standards recognized by the International Labour Organization (ILO), as set out in the ILO Declaration on Fundamental Principles and Rights at Work.
- » Identifying, preventing, and mitigating any adverse human rights impacts that may arise from our operations.
- » Providing remediation where we have caused or contributed to adverse human rights impacts.
- » Engaging with stakeholders to understand and address human rights concerns.



Non-Discrimination and Equal Opportunity

- » We are committed to providing a work environment free from discrimination and harassment. We uphold the principles of equal opportunity and strive to create a diverse and inclusive workplace where all individuals are treated with respect and dignity.
- » We respect the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts, including indigenous people; women; national or ethnic, religious and linguistic minorities; children; LGBT+ people, people with disabilities; and migrant workers and their families



Labor Rights

Consistent with our commitment to respect international labor standards, BIO OIL GROUP adheres to international labor standards, including:

- » Prohibiting forced labor, child labor, and human trafficking.
- » Ensuring fair wages and working hours for all employees.
- » Recognizing and respecting the rights of employees to freedom of association and collective bargaining.
- » Providing a safe and healthy working environment.



Community Engagement

We are committed to engaging with local communities and respecting their rights. We strive to:

- » Conduct our operations in a manner that respects the rights and livelihoods of local communities.
- » Consult with communities on issues that may impact them and seek their input and feedback.
- » Support community development initiatives that align with our business objectives and contribute to the well-being of local communities.

Environmental Responsibility

We recognize the interconnection between human rights and environmental sustainability. We commit to:

- » Minimizing our environmental impact through responsible resource management.
- » Implementing sustainable practices in our operations to reduce pollution and waste.
- » Promoting the use of renewable energy sources.

Implementation and Monitoring

To ensure the effective implementation of this policy, BIO OIL GROUP will:

- » Establish mechanisms for reporting and addressing human rights concerns.
- » Regularly review and update our human rights policies and practices.
- » Monitor our operations and supply chain to identify and mitigate human rights risks.

Grievance Mechanism

We are committed to providing access to effective grievance mechanisms for individuals and communities impacted by our operations. We will ensure that:

- » Grievances are addressed in a timely and transparent manner.
- » Individuals have access to appropriate remedies where their rights have been violated.
- » Feedback from stakeholders is used to improve our human rights practices.

Conclusion

BIO OIL GROUP is dedicated to promoting and respecting human rights in all aspects of our business. We believe that by adhering to the UN Guiding Principles on Business and Human Rights, we can create a positive impact on society and contribute to the sustainable development of the communities in which we operate.

Contact Information

For any queries or concerns related to our human rights policies and practices, please reach out to us at compliance@bio-oil.biz. We value your feedback and are committed to addressing any issues promptly and effectively.