

D. Human Rights Policy

1. Introduction

ProPartners is committed to upholding and respecting human rights in all aspects of our operations. This policy outlines our commitment to human rights and establishes guidelines for our interactions with customers, employees, suppliers, and other stakeholders throughout our project management training, consulting, and implementation services. It is part of our contractual agreements and represents our dedication to ethical business practices.

2. Scope

This human rights policy applies to all employees, contractors, suppliers, and partners of ProPartners, and is integrated into our operational procedures, project management frameworks, and partnerships.

3. Commitment to Human Rights

3.1. Respect for Rights

ProPartners adheres to the principles outlined in the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) core conventions, and local laws where we operate. We aim to ensure that we: Promote the health, safety, dignity, and well-being of all individuals.

Prohibit discrimination, harassment, and any form of violence in the workplace.

Respect the rights of indigenous people and local communities.

3.2. Understanding Human Rights Risks

We recognize that our operations may impact human rights, and we commit to assessing these risks through:

Regular human rights impact assessments.

Engaging with stakeholders to understand their perspectives and concerns.

Implementing corrective measures when risks are identified.

4. Employment Practices

4.1. Non-Discrimination Policy

ProPartners is committed to equal opportunity and prohibits discrimination based on race, ethnicity, gender, sexual orientation, religion, disability, age, or any other characteristic.

4.2. Collective Bargaining and Freedom of Association

We respect the rights of employees to freely associate and to participate in collective bargaining.

4.3. Child and Forced Labor

ProPartners strictly prohibits the use of child labor and forced labor in all its forms. We are committed to protecting the rights of young workers.

5. Community Engagement

5.1. Respect for Local Communities

We are committed to engaging with local communities in a manner that respects their rights and cultural practices. This includes:

- o Conducting social impact assessments.

- o Involving local communities in decision-making processes related to projects that affect them.
- o Providing opportunities for local businesses and labor.

5.2. Transparency and Communication

ProPartners will maintain transparency in our operations and openly communicate with affected communities regarding potential impacts, benefits, and opportunities.

6. Implementation and Monitoring

6.1. Training and Awareness

All employees and stakeholders will receive training on our human rights policy to promote understanding and compliance.

6.2. Grievance Mechanism

ProPartners will establish a grievance mechanism for employees, customers, and external stakeholders to report any human rights concerns.

This mechanism will ensure:

- o Confidentiality and protection from retaliation.
- o Timely resolution of grievances.

6.3. Reporting and Accountability

We will include our human rights commitments in relevant reports and assessments and hold ourselves accountable to our stakeholders.

7. Continuous Improvement

7.1. Monitoring and Review

ProPartners will regularly review and update this policy as needed to ensure its effectiveness and alignment with evolving human rights standards.

7.2. Stakeholder Feedback

We welcome and actively seek feedback from stakeholders on our human rights practices to drive continuous improvement.

8. Conclusion

At ProPartners, we believe that respecting human rights is fundamental to our success and sustainability. We expect our partners, suppliers, and customers to uphold similar standards of human rights in their operations. By integrating this human rights policy into our contracting process, we aim to contribute to a fairer and more equitable society.

This Human Rights Policy will be provided to all customers as part of the contracting process to ensure mutual understanding and agreement on human rights standards and practices.