

Human Rights Policy



Index

Index	2
1 INTRODUCTION	3
2 PURPOSE	3
3 SCOPE.....	3
4 POLICY STATEMENT	3
5 KEY PRINCIPLES	4
5.1 Non-Discrimination and Equality.....	4
5.2 Freedom of Association and Collective Bargaining	4
5.3 Safe and Healthy Working Conditions	4
5.4 Prohibition of Forced and Child Labor	4
5.5 Fair Wages and Working Hours.....	4
5.6 Privacy and Data Protection.....	4
5.7 Community Engagement and Impact	5
6 APPLICATION AND COMPLIANCE	5
7 REPORTING AND ACCOUNTABILITY	5
8 GRIEVANCE MECHANISMS	5
9 REFERENCE	6

1 INTRODUCTION

We are dedicated to upholding the highest standards of human rights in all aspects of our operations. As a global provider in the logistics industry, we understand that our activities have a significant impact on people and communities around the world. We are proud to say that we are a supporter of human rights policies established by international organizations such as the United Nations.

Our Human Rights Policy reflects our commitment to treating everyone with respect and fairness. We strive to ensure that we allow freedom of speech and equality before the law. This policy guides our actions and decisions, ensuring we operate ethically and responsibly.

We expect the same commitment from our partners and suppliers and are dedicated to addressing any concerns related to human rights. We encourage all employees and stakeholders to understand and support this policy as we work together to uphold these important values.

2 PURPOSE

This Human Rights Policy outlines Leschaco's commitment to upholding the highest standards of human rights that encompasses civil, political, economic, social and cultural rights of all employees. This policy aligns with international human rights standards in promoting a safe, fair, and equitable workplace.

3 SCOPE

This policy applies to all employees, stakeholders and expects our suppliers, contractors, and business partners to uphold the same standards.

4 POLICY STATEMENT

Leschaco is dedicated to upholding and promoting human rights across all our operations globally. We are committed to ensuring that our business practices do not infringe on human rights and that we contribute positively to the communities in which we operate.

5 KEY PRINCIPLES

5.1 Non-Discrimination and Equality

- Leschaco prohibits discrimination based on race, color, sex, gender identity, sexual orientation, age, religion, nationality, disability, marital status, or any other characteristic protected by law.
- We are committed to providing equal opportunities in recruitment, employment, development, and advancement for all employees.

5.2 Freedom of Association and Collective Bargaining

- We respect the rights of employees to freely associate, join unions, and engage in collective bargaining without fear of retaliation or harassment.
- We engage in open and constructive dialogue with employee representatives and trade unions.

5.3 Safe and Healthy Working Conditions

- Leschaco is committed to providing a safe and healthy work environment for all employees.
- We adhere to international and local health and safety standards, regularly conducting risk assessments and implementing necessary safety measures.

5.4 Prohibition of Forced and Child Labor

- We do not tolerate any form of forced, bonded, or child labor within our operations or supply chains.
- Leschaco complies with all applicable labor laws and international standards regarding the employment age and working conditions.

5.5 Fair Wages and Working Hours

- We ensure that all employees receive fair wages and benefits that meet or exceed the legal minimum standards.
- We respect employees' rights to reasonable working hours, rest periods, and paid leave.

5.6 Privacy and Data Protection

- Leschaco respects the privacy rights of employees and stakeholders.
- We are committed to protecting personal data and ensuring that it is collected, processed, and stored in compliance with relevant data protection laws.

5.7 Community Engagement and Impact

- We strive to understand and respect the rights and cultures of the communities where we operate.
- Leschaco is committed to engaging with local communities and minimizing any negative impact of our operations.

6 APPLICATION AND COMPLIANCE

- Leschaco's Human Rights Policy is integrated into our business strategies, operations, and culture.
- All employees, including management, are trained on human rights principles and this policy.
- We regularly review and update our human rights practices to ensure continuous improvement and compliance with evolving standards.
- Privacy and Data protection will be further developed by Leschaco's IT Department.

7 REPORTING AND ACCOUNTABILITY

- Leschaco's Board of Directors oversees the implementation and adherence to this Human Rights Policy.
- Regular audits and assessments are conducted to monitor compliance and identify areas for improvement.
- Employees and stakeholders are encouraged to report any breaches of this policy through our confidential reporting channels.

8 GRIEVANCE MECHANISMS

Employees can report concerns or grievances related to Diversity, Equity and Inclusion to the manager, Human Resources department or the management. Leschaco ensures that the complaint will be investigated promptly and impartially, with appropriate remedial actions taken when necessary. Employees who are afraid to pass on such information directly can contact anonymously at the email address of: whistle.blower@leschaco.com.

9 REFERENCE

This policy functions as an independent document, but it also aligns with and references other Leschaco's policies, such as the Code of Conduct, the Labour Rights policy, Global Anti-Corruption and Anti-Bribery policy, and Diversity, Equity, and Inclusion policy.