



HUMAN RIGHTS POLICY

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HUMAN RIGHTS POLICY

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HUMAN RIGHTS POLICY

1. INTRODUCTION:

At Apexon, we recognize the profound importance of upholding human rights in all facets of our operations. This Human Rights Policy underscores our unwavering commitment to respecting and promoting the fundamental rights and freedoms of all individuals. Guided by international standards such as the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights, we are dedicated to fostering a culture of inclusivity, fairness, and dignity within our organization and beyond.

2. SCOPE:

This policy is applicable to all operational sites that Apexon operates, located in India, the United Kingdom, the United States of America, and Mexico.

3. POLICY STATEMENT:

Apexon is firmly committed to upholding the fundamental principles of human rights as delineated in international standards, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

4. GOALS:

- Apexon aims to enhance training programs continually, focusing on human rights, ethics, and safety, ensuring employees are equipped with the necessary knowledge and skills.
- We aim to develop and strengthen reporting mechanisms, allowing for the anonymous raising of human rights concerns and ensuring timely resolution.

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5. APEXON'S CORE PRINCIPLES

1. Compliance with International Standards:

Apexon is steadfast in adhering to all pertinent international human rights standards and principles, including, but not limited to:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights.

2. Respect for Human Dignity and Equality

At Apexon, we are dedicated to fostering a work environment where every individual is treated with dignity and respect. Discrimination, harassment, or any form of unjust treatment based on race, colour, gender, sexual orientation, gender identity, religion, disability, age, or any other characteristic is strictly prohibited.

3. Fair Employment Practices

Apexon is committed to providing equal employment opportunities to all individuals, based on merit and without bias. We actively promote diversity and inclusion within our workforce and ensure fair and transparent recruitment, hiring, and promotion procedures.

4. Health and Safety

The health and safety of our employees are paramount at Apexon. We adhere to all applicable health and safety regulations and standards, continuously evaluating and mitigating risks to prevent workplace accidents and injuries.

5. Freedom of Association and Collective Bargaining

We respect the rights of our employees to freedom of association and collective bargaining. Employees have the liberty to join or abstain from joining any

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organization of their choice. Apexon is dedicated to fostering constructive dialogue with employee representatives to address workplace concerns and negotiate equitable employment terms.

6. Ethical Conduct

At Apexon, ethical conduct is foundational to our business practices. We prohibit bribery, corruption, and any unethical behaviour. We expect all employees to uphold the highest standards of ethical conduct in their interactions with colleagues, clients, suppliers, and other stakeholders.

6. TARGETS:

- Full Compliance with International Standards: Achieve and maintain 100% compliance with human rights standards across all operations where we operate by FY 24-25 from the baseline FY 2023.
- Ethical Conduct: Implement annual ethics training for 75% of employees by FY 24-25 from the baseline FY 2023.

7. TRAINING AND AWARENESS:

Apexon provide training and resources to our employees, Supervisors, Managers, Top management and supply chain also to raise awareness of human rights issues and empower them to uphold these principles in their work. We encourage open communication and reporting of any human rights concerns or violations.

8. CONTINUOUS IMPROVEMENT:

At Apexon, we are committed to a culture of continuous improvement in our approach to upholding human rights. We recognize that evolving societal norms, changing business landscapes, and emerging human rights challenges require us to be proactive and adaptable. Continuous improvement efforts at Apexon include:

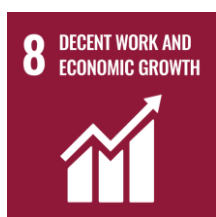
- Regular assessment of our human rights policies, practices, and performance to identify areas for enhancement.

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- Engaging with stakeholders, including employees, customers, suppliers, and communities, to gather feedback and perspectives on our human rights efforts.
- Investing in training and development programs to raise awareness and build capacity among our employees regarding human rights issues and best practices.
- Incorporating lessons learned from internal and external sources, including audits, reviews, and consultations with human rights experts and organizations.
- Setting measurable objectives and targets to track progress and ensure accountability in advancing human rights within our organization and supply chain.

9. SUSTAINABLE DEVELOPMENT GOALS.:

This Policy contributes to the following Sustainable Development Goals:



10. REVIEW MECHANISM

At Apexon, we conduct Annual reviews to assess our compliance with this policy and relevant legal requirements, as well as to identify opportunities for improvement.

LAST REVIEW DATE: 01.12.2023

NEXT REVIEW DATE: 01.12.2024

APPROVED BY:

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11. INDEX OF ACRONYMS

Series Number	Acronym	Explanation
1	Rev	Revision
2	No	Number
3	Doc	Document
4	APX	Apexon
5	POL	Policy
6	IT	Information Technology
7	ILO	International Labour Organization
8	FY	Fiscal Year
9	SDGs	Sustainable Development Goals
10	HR	Human Resource