



HUMAN RIGHTS POLICY

Effective as of May 1, 2023

Introduction

This policy strives to make clear and transparent how LUXIT Group (LUXIT) defines, approaches, governs, and supports universal human rights and the dignity of people throughout its operations, the communities in which it operates, and its global supply chain.

Workers' Rights

LUXIT commits to respect the following rights and expects its suppliers and contractors to abide by the same level of commitment:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labor;
- The effective abolition of child labor;
- The elimination of discrimination in respect of employment and occupation;
- The right to work in a safe and healthy working environment that meets or exceeds applicable legal standards for occupational health and safety;
- Zero tolerance for human trafficking;
- Compliance with all applicable laws concerning working hours;
- Diversity and inclusion: LUXIT actively embraces diversity and inclusion and values and respects each individual with total equality;
- Ethical recruitment practices;
- Zero tolerance for harassment or discrimination on the basis of race, religion, age, national origin, disability, sexual orientation, gender identity or expression, family status, veteran status, or any other protected class.

Rights of Vulnerable Groups

We recognize and respect the rights of vulnerable groups around the world, such as indigenous peoples, children, and migrant workers and we expect the same from our suppliers and contractors. We support women's rights and economic inclusion, including support for equal pay.



Reporting and Enforcement Mechanism

In the case that we discover actual or potential violations of human rights, we will investigate and engage with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes. We will monitor our operations and information about our suppliers for potential violations and will take all necessary actions if violations of human rights occur, up to and including termination of employment or contract. We do not tolerate retaliation against anyone for raising a concern in good faith.

Stakeholder Engagement

We support the communities in which we operate and are committed to engaging with our stakeholders as we conduct our business.

Privacy

We are committed to respecting the privacy of individuals, including employees and customers. We follow globally recognized privacy principles and strive to implement reasonable and appropriate practices in our collection, use, and sharing of personal information about individuals.