
EDIL BUSINESS GROUP HUMAN RIGHTS POLICY

At Edil Business Group, we are committed to upholding human rights across all our operations. Aligned with international standards such as the Universal Declaration of Human Rights, the International Labor Organization's core conventions, and the United Nations Guiding Principles on Business and Human Rights, we strive to integrate these principles into our business practices.

- **Ensuring Health and Safety (SDG 3, SDG 8)**

We prioritize the health and safety of our workforce by fostering a culture that promotes workplace safety and provides ongoing training to ensure all employees have the skills and knowledge necessary to perform their duties safely.

- **Eliminating Child Labor and Protecting Young Workers (SDG 4)**

Edil Business Group prohibits the use of child labor and complies with legal requirements regarding the minimum age for employment. We ensure that no individuals under the age of compulsory schooling are employed, and we do not engage workers under the age of 15. Additionally, we adhere to regulations regarding hazardous work, ensuring individuals under the age of 18 are not employed in roles that endanger their health or safety.

- **Preventing Forced Labor and Human Trafficking (SDG 8)**

We condemn all forms of forced, bonded, or involuntary labor, including slavery and human trafficking. Our policies ensure that employees are not required to pay recruitment fees or surrender personal documents, and they have the freedom to terminate their employment with reasonable notice.

- **Upholding Freedom of Association and Collective Bargaining (SDG 8)**

Edil Business Group recognizes the rights of workers to freely associate, join unions of their choice, and engage in collective bargaining. We respect these rights in accordance with local laws and regulations, and we do not discriminate against employees based on their union membership or participation in lawful union activities.

- **Promoting Non-Discrimination and Equal Treatment (SDG 5, SDG 10)**

We uphold the principles of non-discrimination and equal treatment in our employment practices. Decisions regarding hiring, promotion, training, and compensation are based on merit and qualifications, without regard to race, gender, nationality, ethnicity, religion, disability, or any other protected characteristic. We maintain a zero-tolerance policy towards any form of discrimination, harassment, or retaliation.

- **Fostering Diversity and Inclusion (SDG 5)**

Edil Business Group values diversity and strives to create an inclusive workplace where employees of all backgrounds feel respected and valued. We promote diversity in hiring and advancement opportunities, and we foster an environment where diverse perspectives contribute to innovative solutions and business success.

- **Ensuring Fair and Favorable Working Conditions (SDG 8)**

We provide fair and favorable working conditions that comply with applicable laws and regulations. This includes respecting legal standards for working hours, overtime compensation, holidays, and benefits. Wages and benefits meet or exceed minimum legal requirements, and we ensure timely payment to all employees.

- **Respecting Local Communities and Indigenous Peoples (SDG 11)**

Edil Business Group respects the rights and cultures of local communities and indigenous peoples affected by our operations. We engage with these communities in a manner that respects their rights, supports their economic and social development, and mitigates any adverse impacts of our activities.

- **Promoting Human Rights in the Value Chain (SDG 12, SDG 17)**

We promote respect for human rights throughout our supply chain by communicating our expectations to suppliers, subcontractors, and business partners. We encourage them to uphold human rights principles in their own operations and relationships.

- **Establishing Effective Grievance Mechanisms (SDG 16)**

We maintain accessible grievance mechanisms that allow employees and stakeholders to report concerns related to human rights violations or unethical practices. We ensure that all complaints are promptly investigated, and appropriate actions are taken to address and resolve issues while protecting the confidentiality and rights of complainants.

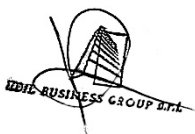
- **Supporting Community Engagement and Development (SDG 1, SDG 16)**

Edil Business Group actively supports community initiatives that promote economic development, social well-being, and access to education and healthcare. We collaborate with local stakeholders to identify and address community needs, contributing to sustainable development and improving quality of life.

- **Environmental Responsibility (SDG 13, SDG 15)**

We recognize the interconnectedness of human rights and environmental sustainability. Edil Business Group is committed to minimizing environmental impacts, conserving natural resources, and promoting eco-friendly practices in our operations. By safeguarding the environment, we protect the rights of future generations to live in a healthy and sustainable world.

This Human Rights Policy underscores our commitment to ethical business practices, respect for human dignity, and the promotion of sustainable development goals. We continuously review and improve our policies and practices to uphold human rights standards and contribute positively to the communities where we operate.



Valentina Dari
COO | Chief Operating Officer
Edil Business Group