



# FORGE CHEMICALS

## HUMAN RIGHTS POLICY

## Forge Chemicals (PTY) Ltd — Human Rights Policy

At Forge Chemicals, we are committed to upholding and promoting fundamental human rights as set forth in the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the United Nations Guiding Principles on Business and Human Rights. Our commitment extends across all our operations, partnerships, and global supply chains.

### 1. Respect for Human Dignity

We respect the inherent dignity, rights, and freedoms of every individual. We strive to create an inclusive and respectful working environment where everyone is treated with fairness, dignity, and respect—regardless of race, gender, age, religion, ethnicity, nationality, sexual orientation, or other characteristics.

### 2. No Forced or Child Labour

Forge Chemicals strictly prohibits all forms of forced, bonded, or involuntary labor. We do not tolerate the use of child labor and comply with all applicable laws and regulations regarding the minimum working age.

### 3. Freedom of Association and Collective Bargaining

We respect the rights of employees to freely associate, join labor unions, and collectively bargain, in accordance with applicable laws. We support open communication between management and employees to resolve workplace issues.

### 4. Safe and Healthy Working Conditions

We are committed to providing a safe, healthy, and secure work environment for all our employees, contractors, and visitors. We invest in safety training, protective equipment, and rigorous protocols to prevent workplace injuries and illnesses.

### 5. Fair Wages and Working Hours

Employees shall be paid fair wages that meet or exceed legal minimums and industry standards. Working hours, rest periods, and overtime shall comply with applicable labor laws and regulations.

## 6. Anti-Discrimination and Equal Opportunity

We provide equal employment opportunities and do not tolerate discrimination, harassment, or abuse in any form. Employment-related decisions are made based on qualifications, skills, and performance.

## 7. Grievance Mechanisms

Forge Chemicals provides confidential and accessible grievance mechanisms that allow employees and stakeholders to report concerns or violations without fear of retaliation. All grievances are investigated thoroughly and fairly.

## 8. Supply Chain Responsibility

We expect our suppliers, contractors, and partners to uphold the same human rights standards we apply to ourselves. We actively engage with them to promote ethical labor practices and ensure compliance across the value chain.

## 9. Ongoing Training and Awareness

We provide regular training and resources to our employees and managers to ensure awareness and adherence to this policy and human rights standards. Continuous improvement is driven through audits, assessments, and stakeholder engagement.

## 10. Accountability and Governance

Our leadership is accountable for the implementation of this policy. We review our human rights practices regularly to ensure compliance, effectiveness, and alignment with evolving international standards.