



HUMAN RIGHTS POLICY

The purpose

The purpose of the Human Rights Policy (referred to hereafter as the "Policy") is to enforce the commitment of the Evaco Group and its business units to recognize that Human Rights are universal and apply to all its employees, without distinction of any sort.

We want to ascertain that our policies and processes cater for the protection of human rights through the identification of any matter that may adversely affect the latter, and that corrective measures are taken accordingly to mitigate/stop the issues. This Policy aligns with – but not limited to – our Code of Ethics and any of our policies which caters for diversity, equal opportunity, inclusion, freedom of association amongst others.

The Scope

This policy applies to all the employees of the Evaco Group and its business units, and the term "employee" refers to employees, temporary employees and directors. This policy applies while in employment with and/or being appointed by the Company. This policy also applies to any third party involved in any form of professional activities with the Evaco Group and its business units.

Accountabilities

- **Management**

The Group Head of HR has the responsibility to oversee compliance with this Policy by the Management and HR Teams.

Any member of Management (Group CEO, Country CEO, Cluster COO, COO, Executive Director, Group Head of Department, General Manager, Head of Business Unit, Head of Department, Senior Manager and Manager) has the responsibility to adhere to the present policy and ensure compliance by their teams.

- **Employees**

The current policy applies to all employees. Each employee has the responsibility to report occurrences which are in contradiction with the present Policy through the following channels. You may contact:

- Your direct supervisor
- Your HR Representative
- A member of the Whistleblowing committee of the Evaco Group *
- Transparency Mauritius *

* Please refer to the Code of Ethics and to the Whistleblowing Policy.

Implementation of the Policy

With a view of implementing the present policy harmoniously, Management commits itself to:

- Apply the principles the Universal Declaration of Human Rights as they are transcribed into the laws and regulations of the countries where we operate.
- Create policies and procedures which are geared towards protecting human rights in all instances undertaken by the Evaco Group and its business units.



- Be vigilant of any instances where human rights may be violated and take immediate action to remediate same.
- Ensure that all business units' managers are aware of the present policy and apply same with their employees when creating new business partnerships.
- Inform third parties of the present policy as part of their contractual obligations toward the company appointing them.

AMENDMENTS

Management reserves the right to amend the present policy without prior notice.

FAILURE TO COMPLY

All employees should be aware that a failure to comply with the above policies, including any arrangements which are put in place under it, will be investigated and may lead to disciplinary action being taken.