



HUMAN RIGHTS STATEMENT

Natural Habitats believes that respect for human rights is essential for successful business management and to the sustainable development of the world.

This policy was created in 2015 and applies to all our employees, contractors, suppliers, third parties involved in our business and operation and throughout our supply chain. We are committed to improving all our systems and processes to ensure that we maintain a working environment that proactively foster internationally recognized Human Rights in our operations and supply chain.

Natural Habitats is committed to respect and support human rights as embodied by common principle such as:

- Universal Declaration of Human Rights (1948);
- United Nations Guiding Principles on Business and Human Rights (2011);
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work ('ILO Core Conventions');
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- ILO Convention 169 (1989) on Indigenous and Tribal Peoples;
- UN Declaration on the Rights of Indigenous Peoples (2007); and
- Other related Laws.

Our Commitment:

Prevention of Human Trafficking, Forced and Child Labor

- Natural Habitats does not tolerate any violations of human rights committed by our employees, contractors, suppliers or any third party involve in any of our business and operations.
- National Habitats prohibits all forms of forced or compulsory labor including any form of slavery or servitude including harsh treatment and corporal punishment.



- Natural Habitats Group strictly prohibits child labor, or any type of work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

Harassment Prevention

- Natural Habitats is committed in providing a safe workplace to all our employees where they are treated with respect and dignity. All suppliers and contractors are expected to adhere to this policy.
- Natural Habitats commits to zero tolerance for any form of harassment including sexual harassment arising from any form of discrimination such as race, religion, color, ethnic background, ancestry, sexual orientation, age, marital status, physical or mental disability, union preference or so.

Diversity and No Discrimination

- Natural Habitats is committed to providing equal employment opportunity to all qualified persons.
- Natural Habitats does not tolerate discrimination against individuals on the basis of race, religion, color, ethnic background, ancestry, gender preference, sexual orientation, age, marital status, physical or mental disability, union preference or so.
- Natural Habitats respects employees' right to engage in free association and to participate in a collective bargaining process.

Workplace Safety

- Natural Habitats Group fully commits to abide by national laws related to health and safety. The company ensures that a safe and healthy working environment is provided for all our employees, contractors and visitors.

Implementations of Policies:



This policy will be implemented and upheld as guided by the guiding principles of Natural Habitats. We commit to continuously assess and monitor through internal audits and further improve our human rights policy.

This policy statement is publicly available and is communicated through an established mechanism to all stakeholders and relevant parties. It will be updated as and when necessary.

Grievance Process:

We have put in place a grievance process that allows any employee, contractors, suppliers and other external stakeholders to report any human rights concern or violation found in any of our business and operation. Natural Habitats will ensure proper and prompt investigation in order to mitigate or reverse any human rights violated. As stated on our code of conduct, we go by no retaliation.