



## **Labor & Human Rights Policy**

### **Podmore Manufacturing Inc.**

#### **1. Purpose**

Podmore Manufacturing Inc. is committed to upholding the highest standards of labor and human rights throughout its operations. This policy ensures that our business practices promote fair treatment, ethical labor standards, and a diverse and inclusive workplace.

#### **2. Scope**

This policy applies to all employees, contractors, and business partners engaged with Podmore Manufacturing Inc. It sets the standards for ethical labor practices, fair treatment, and human rights protections in all areas of our operations.

#### **3. Basic Labor and Human Rights**

Podmore Manufacturing Inc. is dedicated to respecting and protecting the fundamental labor and human rights of all individuals. We are committed to:

- Providing a safe and healthy workplace.
- Ensuring fair wages and benefits in accordance with local labor laws.
- Promoting a workplace free from discrimination, harassment, and retaliation.
- Upholding the right to freedom of association and collective bargaining.

#### **4. Career Management and Training**

We recognize the importance of career growth and continuous learning for our employees. Podmore Manufacturing Inc. will:

- Provide training programs to enhance employee skills and career development.
- Offer equal opportunities for professional advancement.
- Encourage lifelong learning through mentorship and leadership development.

#### **5. Child Labor**

Podmore Manufacturing Inc. strictly prohibits the use of child labor in any form. We will:

- Comply with all local and international child labor laws.
- Ensure that all employees meet the legal minimum working age requirements.
- Engage in responsible hiring practices to prevent the employment of underage workers.

#### **6. Forced Labor and Human Trafficking**

We have zero tolerance for forced labor, bonded labor, and human trafficking in any part of our operations. To enforce this commitment, we will:

- Prohibit the use of any form of involuntary labor.
- Conduct due diligence in our supply chains to identify and mitigate risks.
- Work only with suppliers and partners who adhere to ethical labor practices.

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## **7. Diversity, Equity, and Inclusion (DEI)**

Podmore Manufacturing Inc. values diversity and strives to create an inclusive workplace. Our commitments include:

- Fostering an inclusive culture that welcomes employees of all backgrounds.
- Providing equal employment opportunities regardless of race, gender, religion, disability, or other protected characteristics.
- Implementing policies and programs that promote equity and equal access to opportunities.

## **8. Implementation and Accountability**

- All employees and business partners are expected to comply with this policy.
- Regular audits and assessments will be conducted to ensure adherence.
- Violations of this policy will result in corrective actions, including potential termination of contracts or employment.

## **9. Review and Continuous Improvement**

This policy will be reviewed annually to ensure alignment with evolving labor and human rights standards. Podmore Manufacturing Inc. is committed to continuous improvement and stakeholder engagement in promoting ethical labor practices.

## **10. Policy Approval**

This policy has been approved by the executive management team and is effective as of [Effective Date].