



## Human Rights and Labour Conditions

### Our Commitment:

At Seaport Group, we are committed to upholding the principles of human rights and ensuring fair and safe labour conditions within our organization and throughout our supply chain. We recognize that the respect for human rights and the promotion of decent work are essential for the well-being of individuals, communities, and sustainable economic development. This document outlines our commitments and actions in these areas.

#### 1. Respect for Human Rights:

- 1.1. We are committed to upholding all relevant international human rights standards.
- 1.2. We respect the dignity, equality, and diversity of all individuals, regardless of their race, color, gender, religion, age, disability, sexual orientation, or any other characteristic protected by law.
- 1.3. We prohibit discrimination, harassment, or any form of unfair treatment within our organization, ensuring equal opportunities for all employees.

#### 2. Fair and Safe Labour Conditions:

- 2.1. We comply with all applicable labour laws, regulations, and industry standards in the countries and jurisdictions where we operate.
- 2.2. We provide a safe and healthy working environment for all employees, contractors, and visitors. We prioritize occupational health and safety measures to prevent accidents, injuries, and work-related illnesses.
- 2.3. We respect the rights of our employees to freedom of association and collective bargaining as recognized by national and international laws.
- 2.4. We promote fair employment practices, including fair wages, reasonable working hours, and access to social protection.
- 2.5. We prohibit forced labor, child labor, and any form of human trafficking within our organization and supply chain.

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### 3. Supply Chain Responsibility:

3.1. We expect our suppliers, contractors, and business partners to share our commitment to human rights and fair labour conditions. We encourage them to adopt policies and practices that align with our values.

3.2. If we identify any potential human rights and labour rights risks within our supply chain, we work closely with our suppliers to remediate any identified issues.

3.3. We strive to source products and services from suppliers who respect human rights, avoid unethical labor practices, and promote sustainable and responsible business practices.

### 4. Stakeholder Engagement:

4.1. We encourage our employees, customers, suppliers, and other stakeholders to raise awareness, promote dialogue, and address any concerns related to human rights and labour conditions.

4.2. We encourage our employees to report any suspected violations of human rights or labour rights through a confidential reporting mechanism. We ensure that no retaliatory actions are taken against those who report in good faith.

4.3. We welcome external audits, assessments, and independent verifications to evaluate our performance and progress in upholding human rights and labour conditions.

### 5. Continuous Improvement:

5.1. We regularly review our practices and procedures to ensure their alignment with evolving human rights and labour standards.

By adhering to this commitment, Seaport Group strives to make a positive impact on society, contribute to sustainable development, and ensure the well-being of our employees and stakeholders. We are dedicated to fostering a culture of respect, inclusivity, and responsible business practices throughout our operations.

Seaport Group

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