Human Rights Policy

1. Introduction

At **Connect Group**, a leading subcontractor in the Electronics Manufacturing Services (EMS) and Cable Wiring Systems (CWS) industries, we are dedicated to upholding the highest standards of human rights and corporate responsibility.

This policy outlines our commitment to complying with the Universal Declaration of Human Rights (UDHR), the Ten Principles of the UN Global Compact, and relevant conventions and recommendations from the International Labour Organization (ILO)

2. Scope

This policy applies to all **Connect Group** sites, departments, and subsidiaries, ensuring a consistent approach to human rights throughout our global operations.

3. Policy Statement

3.1. Human Rights Compliance

Connect Group is committed to adhering to the principles set forth in the UDHR, ensuring that all employees and stakeholders are treated with dignity and respect. The following key articles from the UDHR are integral to our operations:

- **Article 1**: All human beings are born free and equal in dignity and rights.
- **Article 2**: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind.
- **Article 3**: Everyone has the right to life, liberty, and security of person.
- **Article 4**: No one shall be held in slavery or servitude.
- **Article 5**: No one shall be subjected to torture or to cruel, inhuman, or degrading treatment or punishment.
- **Article 23**: Everyone has the right to work, to free choice of employment, to just and favourable conditions of work, and to protection against unemployment.

3.2. UN Global Compact Principles

Connect Group integrates the Ten Principles of the UN Global Compact into our business strategies, policies, and procedures:

2. **Human Rights**
   - **Principle 1**: Support and respect the protection of internationally proclaimed human rights.
   - **Principle 2**: Ensure we are not complicit in human rights abuses.

3. **Labour**
   - **Principle 3**: Uphold the freedom of association and the effective recognition of the right to collective bargaining.
   - **Principle 4**: Eliminate all forms of forced and compulsory labour.
   - **Principle 5**: Abolish child labour.
   - **Principle 6**: Eliminate discrimination in respect of employment and occupation.

4. **Environment**
   - **Principle 7**: Support a precautionary approach to environmental challenges.
   - **Principle 8**: Undertake initiatives to promote greater environmental responsibility.
   - **Principle 9**: Encourage the development and diffusion of environmentally friendly technologies.

5. **Anti-Corruption**
   - **Principle 10**: Work against corruption in all its forms, including extortion and bribery.

3.3 International Labour Organization (ILO) conventions and recommendations

Connect Group's labor practices are guided by key ILO conventions and recommendations, including but not limited to:

- **ILO Convention No. 87:** Freedom of Association and Protection of the Right to Organise.
- **ILO Convention No. 98:** Right to Organise and Collective Bargaining.
- **ILO Convention No. 29:** Forced Labour Convention.
- **ILO Convention No. 105:** Abolition of Forced Labour Convention.
- **ILO Convention No. 138:** Minimum Age Convention.
- **ILO Convention No. 182:** Worst Forms of Child Labour Convention.
- **ILO Convention No. 100:** Equal Remuneration Convention.
- **ILO Convention No. 111:** Discrimination (Employment and Occupation) Convention.

- **ILO Recommendation No. 190:** Violence and Harassment Recommendation.

3.4. Implementation and Monitoring

Connect Group ensures compliance with human rights standards through the following measures:

- **Training and Education:** We provide training programs for relevant employees on human rights and ethical business practices.
- **Audits and Assessments:** Regular audits and assessments are conducted to ensure adherence to human rights standards and environmental regulations.
- **Reporting Mechanisms:** We have established confidential channels, including a whistleblowing platform, for employees and stakeholders to report any violations of human rights or ethical standards.
- **Risk Analysis:** We conduct risk analysis based on country-specific indices, reported issues, and process reviews to guide internal monitoring and assessments.
- **Continuous Improvement:** Policies are reviewed and updated regularly to align with evolving international standards and best practices.

3.5. Corporate Sustainability Policy

This Human Rights Policy is aligned with our Corporate Sustainability Policy, signed by the Board of Directors, to ensure an integrated and cohesive approach to sustainability and ethical business practices across all operations.

End of Policy

Declared by
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