



Human Rights Policy

1. Introduction

C-MAC is committed to respecting and promoting human rights as part of our broader environmental, social, and governance (ESG) responsibilities. This policy outlines our commitment to uphold human rights throughout our operations, supply chain, and the communities in which we operate.

2. Human Rights Commitment

We recognize that human rights are fundamental principles and that businesses play a critical role in respecting, promoting, and protecting them. **C-MAC** upholds the following principles in line with internationally recognized human rights frameworks, such as the **United Nations Guiding Principles on Business and Human Rights** (UNGPs) and the **International Labour Organization (ILO) conventions**:

- **Dignity and Respect:** We uphold the dignity and rights of all individuals, ensuring equal treatment, non-discrimination, and the right to be heard.
- **No Forced or Child Labor:** We ensure that our operations, supply chain, and business partners do not engage in, or support forced labour or child labour practices.
- **Fair Working Conditions:** We are committed to providing fair wages, safe working conditions, and equal opportunities for all employees and contractors.
- **Freedom of Association:** Employees have the right to freely associate, organize, and participate in collective bargaining.
- **Right to Privacy:** We respect the privacy rights of our employees, clients, and stakeholders in accordance with applicable privacy regulations.

3. Governance and Compliance

Human rights are an integral part of our corporate governance framework. We have established clear lines of responsibility for human rights, and senior leadership oversees our approach. We ensure that:

- **Board-Level Oversight:** The Board of Directors is responsible for ensuring that human rights are integrated into our overall sustainability strategy and objectives.
- **Training and Awareness:** We provide training to all employees to raise awareness of human rights, ensuring they understand their roles in upholding these values.
- **Grievance Mechanisms:** We have established grievance mechanisms that allow employees and external stakeholders to report human rights violations anonymously and without fear of retaliation.
- **Due Diligence:** We continuously assess and manage the human rights risks that may arise within our operations and supply chains.
- **Risk Identification and Mitigation:** We identify potential human rights violations, assess the impact, and implement corrective actions where necessary. We focus particularly on high-risk areas such as child labour, forced labour, discrimination, and unsafe working conditions.
- **Stakeholder Engagement:** We engage with stakeholders, including employees, local communities, suppliers, and other relevant parties, to understand human rights concerns and work collaboratively to address and resolve issues.

4. Reporting and Transparency

C-MAC is committed to transparency, and we report on the following:

- **Key Performance Indicators (KPIs):** We define and track KPIs related to human rights, such as the number of grievances received and resolved, instances of human rights violations, and progress on diversity and inclusion initiatives.
- **Impact Assessment:** We assess the social impact of our policies on human rights to ensure continuous improvement.

5. Supply Chain Responsibility

We recognize that our responsibility for respecting human rights extends beyond our own operations. Therefore, we:

- **Supplier Due Diligence:** Ensure that our suppliers comply with our human rights standards, including the right to fair wages, safe working conditions, and the prohibition of child and forced labour.
- **Monitoring and Assessment:** Regularly monitor and assess our supply chain to evaluate human rights practices and enforce our supplier code of conduct.

6. Conclusion

At **C-MAC**, we are committed to the highest standards of human rights across all aspects of our business. This policy reflects our dedication to safeguarding human dignity, ensuring the ethical treatment of all individuals, in the pursuit of a fair, inclusive, and sustainable future.

Effective date: 30/06/2025

Signed:

Riwan Tamic

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