



Human Rights Policy

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POLICY STATEMENT

Accon is committed to respecting and upholding human rights in all aspects of our operations. We recognize the importance of protecting and promoting fundamental human rights, both within our organization and across our supply chain. This Human Rights Policy outlines our commitments and expectations related to key areas of human rights, including freedom of expression, access to water and sanitation, digital security/privacy, gender equality and women's rights, rights of indigenous peoples, and rights of refugees and migrants.

FREEDOM OF EXPRESSION:

Accon respects the freedom of expression of our employees, stakeholders, and individuals affected by our operations. We promote an environment that encourages open dialogue, constructive feedback, and the sharing of diverse perspectives.

ACCESS TO WATER AND SANITATION:

Accon recognizes the importance of access to clean water and adequate sanitation facilities for the well-being of individuals and communities. We work closely with our suppliers to ensure that their operations align with responsible water management practices and prioritize the provision of safe and accessible water and sanitation facilities.

GENDER EQUALITY AND WOMEN'S RIGHTS:

Accon promotes gender equality and supports the empowerment of women within our organization and the broader communities in which we operate. We strive to provide equal opportunities, fair treatment, and a supportive work environment that fosters the advancement and inclusion of women at all levels.

RIGHTS OF REFUGEES AND MIGRANTS:

When Accon employs refugees or migrants, we are committed to respect their rights and ensure fair and ethical treatment. We provide equal employment opportunities, fair wages, safe working conditions, and support their integration into our workforce and local communities

DIGITAL SECURITY AND PRIVACY:

Accon is committed to safeguarding the digital security and privacy of our employees, customers, and stakeholders. We implement robust measures to protect personal data, ensure secure information systems, and comply with applicable data protection laws and regulations, such as GDPR.

IMPLEMENTATION AND COMPLIANCE:

To operationalize our commitment to human rights, Accon will:

- Develop detailed internal policies and procedures that address specific human rights issues, including those mentioned above.
- Establish mechanisms for reporting human rights concerns, ensuring anonymity and non-retaliation for individuals who report violations or potential violations.
- Regularly assess and monitor our operations and supply chain to identify and address human rights risks, implementing appropriate preventive and corrective measures.
- Regularly assess and revise our human rights policies and practices to ensure alignment with the ever-evolving landscape of international standards and industry best practices.

By adhering to this Human Rights Policy, Accon aims to contribute positively to society and foster a culture of respect, dignity, and equality for all.