



# Labour Rights Policy

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## **POLICY STATEMENT**

Accon is committed to upholding and promoting labor rights as defined by international standards and conventions. We recognize that respecting and protecting the rights of workers is essential for creating a fair and sustainable work environment.

This Labor Rights Policy outlines our commitments and expectations related to key areas of labor rights, including freedom of association and collective bargaining, forced labor, child labor, non-discrimination in employment and occupation, safe and healthy working conditions, and fair working conditions.

### **FREEDOM OF ASSOCIATION :**

Accon recognizes and respects the rights of workers to freedom of association, including the right to join or form trade unions of their choice. We support the effective recognition of collective bargaining, enabling workers to negotiate terms and conditions of employment in a fair and transparent manner.

### **FORCED LABOR:**

Accon strictly prohibits the use of forced labor in any form, including bonded labor, involuntary servitude, and human trafficking. We ensure that all employment is voluntary, and workers are free to terminate their employment with reasonable notice.

### **CHILD LABOR:**

Accon do not use child labor and will not tolerate working conditions or treatment that conflicts with international laws and practices.

### **NON-DISCRIMINATION:**

Accon promotes a work environment that is free from discrimination. We provide equal employment opportunities and treat all individuals fairly and without bias, regardless of their race, color, gender, religion, age, national origin, disability, or any other protected characteristic. Decisions related to recruitment, hiring, promotion, training, and other employment practices are based on merit, qualifications, and job requirements.

### **SAFE AND HEALTHY WORKING ENVIRONMENT:**

Accon is committed to providing a safe and healthy working environment for all employees. We comply with applicable occupational health and safety laws and regulations, implementing measures to prevent accidents, injuries, and occupational illnesses. We regularly assess and mitigate workplace hazards, provide appropriate safety training, and ensure the availability of necessary safety equipment and resources.

### **FAIR WORKING CONDITIONS:**

Accon is dedicated to providing fair working conditions to all employees. This includes ensuring competitive wages, reasonable working hours, and adherence to applicable labor laws regarding overtime, breaks, and rest periods. We strive to create a supportive work environment that promotes work-life balance and employee well-being.

### **IMPLEMENTATION AND COMPLIANCE:**

To effectively implement our commitment to labor rights, Accon will:

- Develop and communicate more detailed internal policies and procedures that address specific labor rights issues, including those mentioned above.
- Establish effective channels for reporting labor rights violations or concerns, ensuring confidentiality, and non-retaliation for whistleblowers.
- Conduct regular audits and inspections of our operations and supply chain to identify and address labor rights risks, taking appropriate corrective actions.
- Collaborate with suppliers, contractors, and business partners to ensure they adhere to our labor rights standards, conducting due diligence and assessment as necessary.
- Engage in open dialogue with workers and their representatives, fostering a culture of respect, trust, and collaboration.
- Continuously review and improve our labor rights policies and practices to align with evolving international standards and best practices.

By adhering to this Labor Rights Policy, Accon aims to create a fair, inclusive, and ethical work environment that respects the rights and well-being of all employees.