

HUMAN RIGHTS POLICY

1. Introduction

Expertise Consultancy (EC) reaffirms its commitment to upholding human rights principles across all its operational locations. We recognize the importance of respecting human rights as fundamental to our business operations and pledge to apply the United Nations Guiding Principles on Business and Human Rights (2011) comprehensively throughout our company.

2. International Human Rights Standards

Expertise Consultancy adheres to the following international human rights standards:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The Montreux Document on Private Military and Security Companies
- International Code of Conduct for Private Security Service Providers
- Voluntary Principles on Security and Human Rights
- Modern Slavery Act 2015

3. Commitment to Compliance

We are dedicated to complying with all applicable laws and regulations related to human rights, including the Modern Slavery Act and other relevant legislation. EC acknowledges its responsibility to prevent and address any human rights violations that may occur within our operations or through our business relationships.

4. Application to Risk Management in MENA Region and Globally

As a risk management company operating in the MENA Region and globally, EC recognizes the unique challenges and complexities inherent in our operations. We commit to integrating human rights considerations into our risk management processes and decision-making to ensure the protection of human rights in all aspects of our work.

5. Prohibited Conduct

EC maintains a zero-tolerance approach to human rights abuses. The following are explicitly prohibited across all operations, in line with international law and industry standards:

- **Bribery and Corruption:** All forms of bribery, corruption, and facilitation payments are strictly forbidden. Personnel must act with integrity, transparency, and fairness in all dealings to safeguard the company's reputation and compliance with law.
- **Detention and Apprehension:** Company personnel are prohibited from carrying out detentions. Apprehension of persons is permitted only under exceptional circumstances where there is an imminent threat of violence, or in response to an attack or crime against company personnel, clients, or property under protection. Any apprehension must:
 - * Be consistent with national and international law.
 - * Respect the rights and dignity of apprehended persons.
 - * Require prompt transfer of apprehended individuals to competent authorities.
 - * Be recorded and reported in the company's official records.

This ensures accountability and prevents misuse of authority in the field.

- **Torture or Other Cruel, Inhuman, or Degrading Treatment or Punishment:** Absolutely prohibited under all circumstances. Personnel must refrain from any conduct that could be considered abusive or degrading. Any suspicion or instance must be reported immediately to competent authorities, reflecting our duty to protect human dignity at all times.
- **Sexual Exploitation, Abuse, or Harassment:** Prohibited in all forms, including exploitation of vulnerable individuals or misuse of authority. The company requires respectful and professional behaviour at all times and enforces disciplinary action against violations, up to and including termination.
- **Human Trafficking:** Strictly forbidden, including recruitment, transport, or harbouring of individuals through coercion, deception, or abuse of vulnerability. EC ensures due diligence in supply chains and partnerships to prevent complicity in trafficking activities.
- **Slavery and Forced Labour:** Prohibited in all forms, including debt bondage, involuntary servitude, or restriction of freedom of movement for the purpose of exploitation. All employment must be voluntary, fairly compensated, and in line with applicable labour laws.
- **Worst Forms of Child Labour:** The employment, trafficking, or exploitation of children in hazardous or degrading conditions is strictly forbidden. EC upholds international child protection standards and conducts checks to ensure no child labour exists in its workforce or supply chain.

6. Expectations for Conduct

This Human Rights Policy sets clear expectations for the conduct of all offices within the Expertise Consultancy group, our employees, consultants, third parties, clients, and other stakeholders with whom we engage. We expect all parties to uphold the principles outlined in this policy and to demonstrate respect for human rights in their actions and relationships.

7. Diversity and Inclusion

EC acknowledges the diverse nature of our workforce and consultants. We are committed to fostering an inclusive and respectful environment that celebrates diversity and promotes equality for all individuals, regardless of their background, nationality, ethnicity, gender, religion, or any other characteristic.

8. Conclusion

By adopting this Human Rights Policy, Expertise Consultancy reaffirms its commitment to respecting and upholding human rights principles in all aspects of our business operations. We strive to continuously improve our practices and mitigate human rights risks, contributing to a more just and sustainable world.

Expertise Consultancy Managing Director - Tamim Rashed

