

HUMAN RIGHTS POLICY

One of the core values of this organization is its commitment to people. As contributors to society, every member of the company must demonstrate this value by complying with all applicable laws, upholding fair and legal recruitment and employment practices, and valuing and appreciating people within the workforce.

The United Nations Universal Declaration of Human Rights helps us conduct our activities in a manner that respects human beings' rights:

- Freedom of Association: This organization is characterized by being apolitical and non-denominational without affecting in any respect workers' right to association.
- Non-Discrimination: We must create a positive workplace that is an environment free of discrimination. Everyone in the company must be treated with dignity and respect.

Everyone is entitled to all the rights and freedoms outlined in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, national/ ethnic/ social origin, sexual orientation, gender identity, political or other opinions, property, birth or another status. Furthermore, no distinction shall be made based on the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

- Harassment and Abuse: This organization is a workplace where all the members must be treated with respect and dignity. No form of physical, sexual, psychological, or verbal harassment or abuse shall be tolerated.

Harassment is any inappropriate conduct towards another person that creates a hostile, or offensive working environment, this includes any physical threat. This may be conducted regardless of the job that has in the organization.

- Involuntary Labor: This organization permits all members to have the freedom to accept or leave a job voluntarily. Hiring underage workers, human trafficking, and any form of modern-day slavery as in forced labor are strictly and explicitly prohibited.

It is our duty that everyone in the organization, with a labor contract or provides any other kind of service, should do it under voluntary terms and conditions.

- Employment Status: It is the organization's duty that everyone in the company who provides any services must be legally authorized to work in the place they are working in and must facility the appropriate documentation.
- Safe Working Conditions & Workplace Environment: It is important to maintain safe working conditions that help protect our employees' health and to prevent any injuries (physical or psychic). There should be systems in place to prevent, detect and respond to potential risks.

Everyone in the company must be protected with good practices in their workplace that guarantee health and safety. This applies to members who have permanent or temporary jobs, as those who travel.

- Home Workers: Unless prohibited by local laws and regulations, the use of homework (as defined by the International Labor Organization (ILO) below) is acceptable.

It is our duty that everyone in the organization, with a labor contract or providing any other kind of service, should do it under voluntary terms and conditions.

- Compliance with Employment Laws and Regulations: Blendhub respects and complies with all applicable laws and regulations that affect our employees and will put in place various policies and procedures to ensure that this is achieved whenever and wherever they are needed.
- Grievance Mechanism: The organization should have internal processes and programs so all the members of the organization can feel safe to speak up with their line manager and report any doubts or suggestions, furthermore, to receive an optimum investigation of their report without fear.

The Ethics Line is the main means of reporting suspected illegal, professionally unethical or any other conduct against Human Rights.

- Working Hours and Rest Days: Positive workplace standards include providing reasonable work hours and rest days. National and local laws usually set maximum work hours and minimum rest days. Everyone shall be allowed at least one day off every seven days, and any overtime worked shall be voluntary. People may voluntarily work overtime on rest days.

Every member of the organization must have ensured legally working hours, rest breaks, and meal breaks.