

## Attachment 9

### **H2.2 Human Rights (for e.g. rights of women and children, internal displacement, minorities, people with special needs etc.)**

Human Rights related risks to our organization's that have been identified are outlined below:

- Abuse of imported staff: Companies supplying HR, whilst signing protocols to abide to ethical methods of sourcing employees do not do so. Several overseas companies whilst charging us an employer fee charge employees an employment fee, akin to extortion, taking the individual a year's salary to repay the loan. We discontinue dealings with such companies, blacklisting their directors. (APP77)
- Providing adequate benefits to employees: Allows freedom of association and effective recognition of the right to collective bargaining.
- Providing avenues for growth: Unlike other companies in the region, we encourage growth and make it easy to change jobs: Lack of freedom to change jobs means workers are vulnerable to human rights abuse.
- Respecting Diversity: Dept. heads can be biased and human rights violations can occur when not respecting different beliefs, language and culture. To ensure staff's dignity is kept intact, the CEO conducts leadership training for all managers/ HODs so a uniform style is practiced with attributes of 'Servant Leadership'.

HR is made aware of our protection of human rights through notices in the 'Heart of House'. (APP58)