

1.0 PURPOSE

Aztech Global Ltd. (the “**Company**” or “**Aztech**”) and its group of subsidiaries (collectively, the “**Group**”) believes that its growth and success are built on the foundation whereby human rights are protected and respected. The Group recognises that businesses have the responsibility of respecting human rights. The Group is committed to respecting all internationally recognised human rights which are relevant to its operations.

Guided by international human rights principles as described in the Universal Declaration of Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, the Responsible Business Alliance Code of Conduct, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct and the United Nations Global Compact’s principles on Human Rights, the Group has established a common approach for the Group-wide development of policies and procedures whilst recognising that different local labour laws and practices apply to each of its subsidiaries. Where the local laws conflict with international human rights practices, the Group will adhere to local laws, while endeavouring to respect international human rights practices to the greatest extent possible.

The Group shall regularly review this policy (“**Policy**”) and conduct due diligence and assessments within the organisation and across its supply chain to detect and manage risks.

2.0 SCOPE

This policy applies to all employees of the Group and its suppliers and contractors in its supply chain. The Group requires its suppliers and contractors to adopt the same or similar standards as outlined in the “Human Rights Commitments and Guiding Principles” section below. The Group shall work with its suppliers to ensure compliance with this Policy, remedy any shortcomings and drive continuous improvement.

3.0 HUMAN RIGHTS COMMITMENTS AND GUIDING PRINCIPLES

(a) Freely Chosen Employment

- (i) All employment contracts are voluntary agreements. Employees shall be able to work of their own free will and are free to leave the organisation upon serving notice as required by their labour contract.
- (ii) Forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be permitted. All individuals working at the Group’s offices and facilities shall not be charged any fees for placement or recruitment. Migrant workers shall have free and complete access to their own passports, identity documents and residency papers and enjoy freedom of movement.

(b) Child Labour and Young Workers

- (i) The Group shall comply with all appropriate local and international regulations which restrict the employment of child labour and the protection of young workers.
- (ii) The Group shall not employ anyone who has not attained the minimum age for employment in the relevant country or region of the Group’s operations. Workers under the age of 18 should not perform hazardous work and should not work night shifts or overtime.

(c) Benefits and Wages

The Group shall ensure that the compensation and benefits for employees comply with all applicable wage laws of the country where employees are employed.

(d) Working Hours

The Group shall comply with local rules and regulations regarding working hours or the Sedex¹ Members Ethical Trade Audit (SMETA) guidelines. Overtime work is voluntary and employees shall be compensated for overtime work in accordance with local laws.

(e) Equal Opportunity and No Discrimination

The Group's hiring, compensation, training, promotion, termination and retirement policies and practices do not discriminate on the basis of race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, marital status, union membership or political affiliation.

(f) Housing

Where accommodation is to be provided to employees, the Group shall ensure that all dormitories, hostels and/or other accommodations are comfortable, safe and hygienic.

(g) Humane Treatment

The Group shall take steps to prevent no harsh or inhumane treatment, including any physical, sexual, psychological or verbal harassment or abuse against employees, suppliers or vendors.

4.0 ADDRESSING HUMAN RIGHTS IMPACTS

- (a) The Group recognises that efforts are to be invested in identifying and addressing any actual or potential adverse impacts on human rights which may arise from the activities of the Group or its business associates. The Group manages these risks by periodically sending surveys, reviewing the responses received and taking the necessary corrective actions. The Group will also continue to monitor the progress of the corrective actions and regularly update the Group's stakeholders on human rights matters.
- (b) The Group understands that human rights due diligence is an ongoing process that requires attention at all stages of the Group's business activities, including the formation of new business partnerships and when operating conditions change and impact, or potentially impact, upon human rights.
- (c) The Group also notes that different countries exhibit different risk profiles in relation to human rights. The Group shall, where appropriate, implement additional due diligence measures to assess these risks and address them effectively. The Group pays particular attention to individuals or groups who may be vulnerable or marginalised, such as migrant workers, younger workers, women and indigenous peoples and implements the necessary measures to protect their rights.

5.0 REMEDIES

The Group encourages employees to report any concerns they may have through the Group's grievance mechanism without fear of retribution. The Group will promptly remedy any reported concerns and continue to build awareness of human rights amongst its employees.

6.0 RESPONSIBILITIES

- (a) Employees are to report any concerns regarding this Policy, breaches of this Policy, incidents of human rights abuse and/or discrimination to their supervisor or, if this is not practicable, to

¹ Supplier Ethical Data Exchange ("Sedex")

the Head of Legal or the Audit Committee Chairman at whistleblower@aztech.com, in accordance with the Group's Whistle-blowing Policy, at the earliest possible opportunity.

- (b) The Group's Chief Sustainability Officer, Head of Legal and Head of Human Resources will be informed of any reported issues and breaches arising in any of the Group's operating locations.
 - (c) The Group's Heads of Divisions / Departments are responsible for ensuring compliance with this Policy.
 - (d) Employees who breach this Policy may be subject to disciplinary action.
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