

**Introduction:**

As a leading bio-leaching technology company, BacTech Environmental is committed to respecting, protecting, and promoting human rights in every aspect of our operations and business relationships. While we are a small company, we hold ourselves to the highest standards in line with international norms and principles. Our commitment to human rights is an integral part of our strategy, reflective of our corporate values, and essential to our vision for sustainable development.

**Policy Statement:**

1. Compliance with International and Local Laws: BacTech will comply with all applicable international, national, and local laws and regulations concerning human rights. We are dedicated to meeting the standards outlined by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.
2. Respect for Diversity and Inclusion: We value diversity and aim to foster a workplace that is inclusive and free from discrimination. We are committed to treating everyone fairly, irrespective of race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected under law.
3. Healthy and Safe Workplace: BacTech places the utmost importance on the health, safety, and welfare of its employees. We continually strive to improve our safety practices, provide necessary training, and equip our employees with protective measures.
4. Fair Labour Practices: BacTech will uphold fair labor practices including reasonable working hours, decent wages, and rest periods. Forced labor, child labor, and any form of exploitation will not be tolerated.
5. Stakeholder Engagement and Community Relations: We commit to open, transparent, and respectful dialogue with all our stakeholders. We aim to contribute positively to the communities in which we operate and to protect their rights, particularly those of vulnerable groups.
6. Environmental Responsibility: In alignment with our technological promise, we are committed to minimizing our environmental impact, managing environmental risks, and promoting the sustainable use of resources.
7. Workplace complaints: BacTech values open communication and encourages employees to report any known or suspected human rights violations, impacts, or concerns through their chain of command or anonymously. We investigate all complaints thoroughly and, if substantiated, provide an effective remedy for human rights impacts. We are committed to addressing workplace complaints promptly and fairly to uphold human rights.

8. Supply Chain Responsibility: BacTech will strive to ensure that our business partners and suppliers adhere to the same high standards of human rights, labor practices, and environmental responsibility.

**Implementation and Accountability:**

At BacTech, every employee has a responsibility to respect and promote human rights. Our leadership team will oversee the implementation of this policy, incorporating it into our strategic planning, risk management, and operational procedures.

Our commitment to human rights extends beyond this policy and is embodied in our everyday actions and decisions. We will regularly review and update our human rights policy to reflect evolving international norms, stakeholder expectations, and our business practices.

By endorsing this policy, BacTech Environmental takes a proactive and innovative stance on human rights, affirming our commitment to responsible and sustainable business practices.

**Document Control**

Version	Approver	Approval date
No: 1.0	Board of Directors	May 30, 2023