



Global Human Rights Policy



Human Rights Policy

1. Introduction

One Mobility Group is committed to upholding the highest standards of human rights. Our Human Rights Policy aligns with international human rights principles as outlined in the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs). This policy is in line with One Mobility Group Code of Conduct, reflecting our commitment to respecting human rights in all aspects of our operations and interactions with stakeholders.

2. Scope

This policy applies to all employees, contractors, and business partners associated with One Mobility.

3. Guiding Principles

We will implement a management system including human rights and working conditions incorporating the following key human rights principles:

- a. **Dignity and Respect:** Every individual deserves to be treated with dignity and respect. We oppose any form of discrimination, harassment, or exploitation.
- b. **Non-Discrimination, Diversity & Inclusion:** At One Mobility Group, we are committed to promote diversity, inclusion, and equal opportunities while ensuring that all individuals are treated with dignity and respect. We provide equal opportunities to all our employees and applicants without discrimination based on race, color, gender, age, sexual orientation, gender identity, ethnicity or nationality, disability, pregnancy, religion, political beliefs, union association, veteran status, genetic information, marital status or any other status in hiring and employment practices. We develop and promote inclusive cultures where diversity is valued and celebrated, and everyone can contribute fully and reach their full potential and encourage diversity in all levels of their workforce and leadership. Integral to this commitment is our firm stance against sexism and gender-based discrimination. As One Mobility Group we take all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men. We provide equal opportunity in employment and commit to equal pay for equal work. Expected behavior includes promoting gender equality, women empowerment, utilizing inclusive language, and valuing all contributions equally, while prohibited behavior encompasses gender-based derogatory remarks, perpetuating stereotypes, and engaging in sexual harassment.



- c. **Freedom of Association and Collective Bargaining:** We respect the rights of our employees to freely associate, organize, and engage in collective bargaining. We allow workers to communicate openly with management regarding negotiation terms if their representatives are absent, working conditions and management practices without fear of reprisal, intimidation or harassment.
- d. **Fair Labor Practices:** We are committed to fair labor practices, including the prohibition of child labor, forced labor, and human trafficking.
- e. **Health and Safety:** As One Mobility Group, we prioritize the health and safety of our employees and provide a healthy and safe workplace that meets or exceeds local and national safety, occupational health, and fire safety legislation. All employees and our contractors must comply with legal requirements, rules, and guidelines described in One Mobility`s Health & Safety Policy, workplace procedures and participate in safety training sessions.
- f. **Community Engagement:** We actively engage with communities and respect their rights, including land rights and cultural heritage.
- g. **Child Labor and Young Workers:** One Mobility Group distances itself from and prohibit any kind of labor done by children or young workers at its organizations and at any suppliers, contractors, partners or organizations associated with One Mobility Group in accordance with the ILO Minimum Age Convention and shall ensure that child labor is not tolerated in any form.
- h. **Wages and Benefits:** We are committed to providing fair and competitive compensation, wages and benefits that recognize the value of our employees' contributions. Our wages and benefits are designed to attract, retain, and motivate talented individuals, promote employee well-being, and comply with all applicable laws and regulations and current industry standards. This compensation is intended to cover essential living expenses and support a decent quality of life for workers and their families. It includes adhering to minimum wage laws, providing overtime pay, granting medical leave, and offering benefits required by the government.
- i. **Working hours:** One Mobility Group has standardized, transparent, and written working hours for all its employees. With our working hours, we foster a productive work environment while ensuring our employees maintain a healthy work-life balance and we comply with applicable local labor laws and collective bargaining agreements or will comply with the ILO Standards on Working Time in the absence of relevant local regulations.
- j. **Modern slavery:** One Mobility Group has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure modern slavery is not taking place within our own business or in our supply chains.



- k. Harassment and Non-discrimination: We have a zero-tolerance policy for discrimination or harassment in the workplace. We are committed to establish a work environment that is free from harassment and discrimination for all employees, contractors, clients, and stakeholders. We strictly prohibit discrimination, harassment, or mistreatment at One Mobility Group.
- l. Training for Employees: We are committed to educate employees about human rights principles, their relevance in the workplace, and the role they play in fostering an inclusive, respectful, and ethical environment.
- m. Ethical Recruitment: It is the responsibility of One Mobility Group to ensure that potential workers are not misled or defrauded about the nature of the work, that recruitment fees are not requested, and that worker passports and other government-issued identity documents are not confiscated, destroyed, concealed, or denied access to. Workers will receive a written contract or employment notification at the start of their employment, in a language well understood by them, which states their rights and responsibilities in a truthful and clear manner.
- n. Rights of Minorities and Indigenous Peoples: We respect the rights of local communities to decent living conditions, including access to education, employment, social activities, and the right to Free, Prior, and Informed Consent (FPIC) to developments that affect them and the lands on which they live. Consideration will be given to the presence of vulnerable groups.
- o. Land Rights and Forced Eviction: As One Mobility Group, we prevent forced evictions and the displacement of people from land, forests, and water resources during the acquisition, development, or any other use of these areas.
- p. Private or Public Security Forces: We will refrain from employing private or public security forces to protect business projects if inadequate training or oversight by the company could result in human rights violations.

4. Responsibilities

- a. Board of Directors: Ensure oversight and integration of human rights considerations into business strategy and decision-making.
- b. Executive Management: Implement and enforce the Human Rights Policy across all organizational levels.
- c. People & ESG Functions: Promote awareness and training on human rights issues among employees, monitor compliance of One Mobility Group with this policy and report progress.
- d. Purchasing Function: Conduct risk assessment and monitor suppliers to ensure compliance with human rights standards.



- e. Employees: Uphold the principles outlined in this policy and report any violations.

5. Implementation

To implement this policy effectively, One Mobility Group commits to :

- a. Internal Audits: Conduct internal audits to ensure compliance with sustainability guidelines including human rights policy within our operations in line with regulatory requirements.
- b. Risk Identification and Impact Assessment: Perform risk assessment in supply chain (where actual and adverse impacts are most likely and prioritising assessment in Tier 1) to ensure compliance with human rights standards in line with regulatory requirements.
- c. Training and Awareness: Provide training for employees on Code of Conduct and Human Rights Policy

6. Monitoring and Reporting

- a. Monitoring: We will regularly monitor and review our human rights practices to ensure effectiveness and compliance with this policy in all countries. Appropriate measures will be taken in the event of violations to human rights policy.
- b. Reporting: We aim to report any incidents related to human rights violations.

7. Stakeholder Engagement

One Mobility Group is committed to engaging with stakeholders, including employees, communities, civil society organizations, and governments, to promote and protect human rights. We will collaborate with relevant parties to address human rights challenges and share best practices.

8. International Standards

- a. Universal Declaration of Human Rights (UDHR)
- b. International Labor Organization (ILO) Conventions
- c. UN Guiding Principles on Business and Human Rights (UNGPs)

9. Review and Updates

This Human Rights Policy will be reviewed annually and updated as necessary to reflect changes in law, societal expectations, or organizational priorities.