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Human Rights Policy

The Gemmes-Tech group, through its three companies, ensures that fundamental human rights and the dignity of the individual are respected at all times. It complies with the United Nations Universal Declaration of Human Rights and ensures that all employees are aware of it.

The Gemmes-Tech group respects Conventions 138 and 146 of the International Labour Organization and complies with all Swiss laws relating to workers' rights.

By this fact, he states:

- Oppose all forms of child labor, whether forced or not. Gemmes Tech Group regularly assesses the risk of its partners exploiting children. It is committed to limiting and, if possible, eliminating its relationships with partners who exploit or are likely to exploit children.
- Not to subject its employees to any form of forced labor. Gemmes Tech Group does not punish employees who object or refuse to comply with work that is not related to the mission for which they were hired. The conditions of employment and salary of employees are established by the approval of both parties.
- Never exploit overtime work to increase profits at the expense of employees. The clocking-in and payment of hours are governed by company regulations.
- Do not withhold any salary as a punishment or for reasons that discriminate against the employee concerned. Similarly, Gemmes Tech Group will not make any salary deductions for purposes of favoritism.
- Guarantee the freedom of association by giving employees the possibility to appeal to a labour tribunal in case of dissatisfaction with their working conditions.
- To treat all employees equally, regardless of their social condition, gender, origin, ethnicity, religion or disability. Many workers of foreign origin work for Gemmes Tech.
- Protect all employees from violence in the workplace in its various forms (physical violence, verbal aggression, harassment, threats, etc.). Individuals guilty of violent acts may be subject to disciplinary sanctions as set out in the "Disciplinary Sanctions and Remedial Measures" directive.

LONAY/SWITZERLAND, June 1st 2021

Mrs. Nahid MIAN SHAH
Chairman & Founder

