

## Human rights policy

Gemmes-Tech is committed to respecting the rights of all individuals and continuously seeks to improve social and health conditions. The company strives to prevent or address any negative impact its activities may have on society.

Gemmes-Tech supports human rights and upholds international principles such as the Universal Declaration of Human Rights. It also follows the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Within its sphere of influence, the company promotes the values, freedoms, and fundamental rights outlined in these texts.

### Human rights

Gemmes-Tech rejects any violation of human rights and ensures that:

- Child labor is prohibited for individuals under 16, particularly the worst forms of child labor as defined by International Labour Organization Convention No. 182. Hazardous work for those under 18 is also prohibited.
- Forced labor is strictly prohibited, including human trafficking and any form of coercion.
- Harassment and abuse are forbidden. The company respects the dignity of all individuals and forbids any physical, sexual, verbal, or psychological abuse.
- Discrimination is rejected. All workers are treated equitably, regardless of gender, race, origin, religion, age, sexual orientation, etc.
- Freedom of association is respected. Workers are free to form or join trade unions without fear of retaliation.

### Social responsibility and working conditions

Gemmes-Tech demonstrates exemplary responsibility in the conduct of its activities:

- Illegal employment is prohibited. The company ensures it does not employ individuals in an illegal or undeclared manner.
- Salaries and benefits are in compliance with applicable laws. Workers are paid at least the legal minimum wage, are compensated for overtime, and receive all benefits provided by collective agreements. No salary deductions may be used as a disciplinary measure.

N° PO21B001

Auteur(s) : M.BONNET

Date : 08/20/2025

Révision : 3.0

- Working hours comply with local regulations, with a maximum number of hours per week and regular rest days.
- Health and safety are priorities. A safe working environment is guaranteed to prevent accidents and injuries.

Gemmes-Tech encourages its partners to comply with these standards as well as social and environmental ethical principles. In case of irregularities, the company assists its partners in taking corrective actions.

Gemmes-Tech commits to being accessible to address the needs, requests, or concerns of all parties affected by its activities (clients, employees, suppliers, etc.).

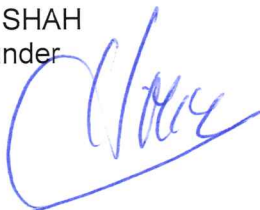
As part of this commitment, any individual can report human rights-related issues via the company's website: <https://gemmes-tech-group.ch/contact/>.

Gemmes-Tech guarantees :

- Confidentiality of reports and protection against retaliation.
- Compliance with data protection laws.
- A prompt response to valid claims.

Lonay, Switzerland, 20 August 2025

Mad. Nahid MIAN SHAH  
President and Founder



## Human rights policy

GT Applications is committed to respecting the rights of all individuals and continuously seeks to improve social and health conditions. The company strives to prevent or address any negative impact its activities may have on society.

GT Applications supports human rights and upholds international principles such as the Universal Declaration of Human Rights. It also follows the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Within its sphere of influence, the company promotes the values, freedoms, and fundamental rights outlined in these texts.

### Human rights

GT Applications rejects any violation of human rights and ensures that:

- Child labor is prohibited for individuals under 16, particularly the worst forms of child labor as defined by International Labour Organization Convention No. 182. Hazardous work for those under 18 is also prohibited.
- Forced labor is strictly prohibited, including human trafficking and any form of coercion.
- Harassment and abuse are forbidden. The company respects the dignity of all individuals and forbids any physical, sexual, verbal, or psychological abuse.
- Discrimination is rejected. All workers are treated equitably, regardless of gender, race, origin, religion, age, sexual orientation, etc.
- Freedom of association is respected. Workers are free to form or join trade unions without fear of retaliation.

### Social responsibility and working conditions

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- Illegal employment is prohibited. The company ensures it does not employ individuals in an illegal or undeclared manner.
- Salaries and benefits are in compliance with applicable laws. Workers are paid at least the legal minimum wage, are compensated for overtime, and receive all benefits provided by collective agreements. No salary deductions may be used as a disciplinary measure.



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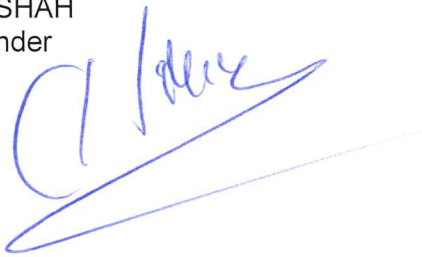
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Lonay, Switzerland, 20 August 2025

Mad. Nahid MIAN SHAH  
President and Founder



## Human rights policy

GT Cadrans is committed to respecting the rights of all individuals and continuously seeks to improve social and health conditions. The company strives to prevent or address any negative impact its activities may have on society.

GT Cadrans supports human rights and upholds international principles such as the Universal Declaration of Human Rights. It also follows the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Within its sphere of influence, the company promotes the values, freedoms, and fundamental rights outlined in these texts.

### Human Rights

GT Cadrans rejects any violation of human rights and ensures that:

- Child labor is prohibited for individuals under 16, particularly the worst forms of child labor as defined by International Labour Organization Convention No. 182. Hazardous work for those under 18 is also prohibited.
- Forced labor is strictly prohibited, including human trafficking and any form of coercion.
- Harassment and abuse are forbidden. The company respects the dignity of all individuals and forbids any physical, sexual, verbal, or psychological abuse.
- Discrimination is rejected. All workers are treated equitably, regardless of gender, race, origin, religion, age, sexual orientation, etc.
- Freedom of association is respected. Workers are free to form or join trade unions without fear of retaliation.

### Social responsibility and working conditions

GT Cadrans demonstrates exemplary responsibility in the conduct of its activities:

- Illegal employment is prohibited. The company ensures it does not employ individuals in an illegal or undeclared manner.
- Salaries and benefits are in compliance with applicable laws. Workers are paid at least the legal minimum wage, are compensated for overtime, and receive all benefits provided by collective agreements. No salary deductions may be used as a disciplinary measure.
- Working hours comply with local regulations, with a maximum number of hours per week and regular rest days.
- Health and safety are priorities. A safe working environment is guaranteed to prevent accidents and injuries.

N° PO21B001

Auteur(s) : M. BONNET

Date : 08/20/2025

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GT Cadrans encourages its partners to comply with these standards as well as social and environmental ethical principles. In case of irregularities, the company assists its partners in taking corrective actions.

GT Cadrans commits to being accessible to address the needs, requests, or concerns of all parties affected by its activities (clients, employees, suppliers, etc...).

As part of this commitment, any individual can report human rights-related issues via the company's website: <https://gemmes-tech-group.ch/contact/>.

GT Cadrans guarantees:

- Confidentiality of reports and protection against retaliation.
- Compliance with data protection laws.
- A prompt response to valid claims.

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