

# SCD Human Rights Policy

At SCD, we recognize the significance of human rights and are fully committed to respecting and promoting them across all our operations and regions of activity. Our policy, overseen by our Board of Directors and senior management, applies to our entire workforce and is also expected to be upheld by all business partners. SCD considers relevant international conventions, national applicable laws, and best practices in all the relevant environmental, social, and governance (ESG) matters. We emphasize dignity and respect, equality and non-discrimination, ethical and responsible conduct, and full compliance with all applicable laws and regulations.

## Key Commitments in Our Policy:

- **Labor Practices:**
  - We prohibit child labor and forced labor.
  - We ensure fair working conditions and wages while striving to maintain a safe work environment.
  - We respect the rights to freedom of association and collective bargaining.
- **Human Trafficking:**
  - We are dedicated to preventing human trafficking within our operations and supply chains.
  - We strictly prohibit the destruction or confiscation of identity documents, fraudulent recruitment practices, and the charging of recruitment fees.
- **Diversity and Inclusion:**
  - We cultivate an inclusive workplace that values diversity and respects differing perspectives.
- **Community Impact:**
  - We work to minimize any adverse effects our operations may have on local communities.
- **Reporting and Accountability:**
  - We provide mechanisms for reporting human rights concerns.
  - All reports are thoroughly investigated, and appropriate actions are taken.

As part of our policy implementation, we offer relevant training to our workforce, conduct due diligence assessments to identify human rights risks, and continuously monitor and evaluate our performance in this area.

At SCD, we remain steadfast in our commitment to upholding human rights and continuously improving our policies and practices.

We encourage open dialogue, collaboration, and transparency to ensure that human rights are respected and protected throughout our organization and supply chain.

By embedding these principles into our culture, we strive to create a positive and lasting impact on our employees, business partners, and the communities we serve.

