

ECOVADIS -HUMAN RIGHT POLICY

Human Rights Policy – Tawazon Chemical Co. LLC

Tawazon is committed to respecting and upholding internationally recognised human rights standards in accordance with applicable laws and the principles of the UN Universal Declaration of Human Rights.

Our Commitment

Tawazon:

- Prohibits child labour, forced labour, and bonded labour
- Respects diversity, equality, and non-discrimination
- Provides a workplace free from harassment or intimidation
- Respects employee dignity and privacy

Safe & Fair Working Conditions

We are committed to:

- Providing safe and healthy working conditions
- Complying with applicable labour laws and regulations
- Ensuring fair recruitment and employment practices

Supply Chain Expectations

We expect our suppliers and partners to respect the same human rights principles and to operate lawfully and ethically.

Reporting & Non-Retaliation

Employees and stakeholders may raise concerns in good faith without fear of retaliation. Any reported violations will be addressed appropriately.

Effective Date: 1 January 2026
Approved by: MD, Tawazon Chemical Co. LLC
Applies to: All employees, officers, and business partners, where applicable
Review Cycle: Periodic review or as required by law