

HUMAN RIGHTS POLICY

Policy Statement

Respecting and upholding human rights forms the cornerstone of Dos Santos Limited's core values. We are unwavering in our commitment to uphold, protect, and advocate for human rights in all our interactions with employees, suppliers, and business partners.

Policy Intent

Guided by the principles set forth in the United Nations Guiding Principles on Business and Human Rights, Dos Santos Limited is dedicated to fostering an environment where human rights are honoured, not just within our internal operations, but across all our business relationships. Our unwavering commitment to human rights, combined with our specific policies outlined below, underscores our continuous endeavour to champion and safeguard human rights through every facet of our operations.

Child Labour

Dos Santos Limited is resolute in its stance against child labour within our sphere of influence. We pledge to abstain from engaging individuals under the age of eighteen (18) especially for positions involving hazardous work. This commitment extends to our employees and suppliers, ensuring that our collective efforts uphold the eradication of child labour.

Forced Labour

At Dos Santos Limited, we unequivocally denounce any form of forced or involuntary labour, including bonded labour, imprisonment, and human trafficking. Our unwavering stance demands that neither we nor our partners knowingly engage, benefit from, or be complicit in such practices. Furthermore, Dos Santos Limited emphasizes that suppliers must ensure transparency in employment terms and must refrain from withholding essential employee documentation.

Equitable Compensation

Dos Santos Limited holds itself to the highest standards of equitable and competitive compensation. We are dedicated to aligning our remuneration practices with industry norms and applicable collective bargaining agreements. Compliance with minimum wage, wage payment, work hours, overtime, and benefits laws are not only our obligation but our commitment to just and fair compensation.

Freedom of Association and Collective Bargaining

In keeping with our principles of mutual respect, Dos Santos Limited champions the right of employees to join trade unions freely. Our commitment extends to fostering harmonious



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relationships with labour unions and ensuring that our employees' rights to collective bargaining are fully upheld, without undue interference.

Non-Discrimination and Harassment

Dos Santos Limited is steadfast in our resolve to cultivate a work environment that is free from discrimination, harassment, and retaliation. Every individual, regardless of race, religion, gender, age, or other differentiating factors, deserves an equal opportunity to thrive within our organization. Our commitment extends to applicants, employees, customers, and anyone associated with Dos Santos Limited.

Diversity, Equity, and Inclusion

Diversity, equity, and inclusion lie at the heart of Dos Santos Limited's values. Our robust commitment to human rights is intertwined with our dedication to fostering a diverse and inclusive culture that not only values but champions human rights, thereby empowering our workforce to stand up for human rights and voice their concerns.

Safe and Healthy Workplace

Dos Santos Limited's unyielding dedication to health and safety is a testament to our commitment to human rights. The safety and well-being of our employees, contractors, customers, and the broader community take precedence in all aspects of our business operations. We pledge to provide the necessary resources, education, and proactive measures to mitigate workplace hazards.

Implementation

Trust, transparency, and accountability underscore Dos Santos Limited's human rights commitment. A collaborative effort between all stakeholders is central to embedding human rights within our organizational ethos.

Transparency and Governance

Dos Santos Limited is dedicated to vigilantly identifying, addressing, and preventing policy violations. Our comprehensive reporting mechanisms empower individuals to raise human rights concerns through multiple avenues. We take each report seriously, irrespective of its source, and are committed to prompt review, resolution, and ongoing monitoring.

In cases where our business activities lead to adverse human rights impacts, Dos Santos Limited takes responsibility for mitigation and equitable remediation. Additionally, we strive to facilitate access to remediation where our connections with third parties link us to these impacts.

Anyone can report a human rights concern through the options listed below:

- Management



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- Leadership
- Human Resources
- The HSE Office (hseofficer@pmdgl.com; +233 505 569 4502)
- Internal Audit

Employee Empowerment and Training

Awareness and action are pivotal to effective human rights practices. Dos Santos Limited conducts regular training and communication initiatives to ensure our employees are aligned with our values and practices. Employees are expected to annually reaffirm their commitment to our Code of Business Conduct, which underscores our shared responsibility for upholding human rights.

References

Dos Santos Limited's dedication to human rights permeates other essential policies and statements, including our Health & Safety Policy and Environmental, Health, and Safety Plans. These holistic efforts reinforce our overarching approach to human rights within our operations.

Applicability

Dos Santos Limited's corporate policies mirror our values and intentions. While we hold ourselves accountable to these commitments, we also remain steadfast in our compliance with all legal requirements and regulatory mandates that govern our operations. Our actions in pursuit of this policy are always carried out within the bounds of applicable law and regulatory approvals.