



## Human Rights Policy

<p><b>Introduction</b></p>	<p>This Human Rights Policy has been established to portray the company's commitment towards protection and fairness of its employees and all stakeholders. This policy is particularly important as it embodies key values in our society such as equality, dignity, and respect. These values are important means of protection for everyone, especially those who may face abuse, neglect, and any mistreatment. At MPOI we aim to commit to those values and convey the crucial role of the private sector in this area, which is reflected on society as a whole.</p>
<p><b>Guiding Principles</b></p>	<p>MPOI is a strong supporter of the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights for the implementation of the United Nations 'Protect, Respect and Remedy' framework, UN Declaration on the Rights of Indigenous peoples and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Additionally, as MPOI is in adherence with the Roundtable on Sustainable Palm Oil (RSPO) principles and criteria, the company pays particular attention to the protection of the rights of its employees through its policies, compliance to regulations, and adherence to agreements by internalizing these key policy components into the operations and management of the company to operate sustainably. Thus, MPOI commits to supporting and respecting the protection of internationally proclaimed human rights by establishing a Human Rights Policy, which shall be informed by relevant internal or external expertise and communicated internally and externally to all personnel, business partners and other relevant parties.</p>
<p><b>Procedures</b></p>	<ul style="list-style-type: none"> <li>✦ MPOI shall ensure that the company is not involved in any activities classified as human right abuses;</li> <li>✦ MPOI to avoid causing or contributing to adverse human rights impacts through its own activities and address such impacts when they occur;</li> <li>✦ MPOI shall continuously monitor the human rights risk that may change over time as the business enterprise's operations and operating context evolve;</li> <li>✦ In efforts to measure human rights risks, MPOI shall consult with potentially affected groups and other relevant stakeholders;</li> <li>✦ MPOI to comply with all applicable laws and respect internationally recognized human rights;</li> <li>✦ MPOI shall uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li>✦ MPOI is highly committed to eliminate all forms of forced and compulsory labor;</li> <li>✦ MPOI shall uphold the effective abolition of child labor;</li> <li>✦ MPOI to not tolerate discrimination in employment, occupation, and gender;</li> </ul>

- ✦ MPOI shall prohibit any type of retaliation against human rights defenders and whistle blowers.

### Labor

In reference to the above, MPOI shall absolutely make sure that any form of discrimination is not tolerated and shall result in disciplinary action. Discrimination based on race, nationality, ethnicity, religion, disability, gender, political affiliation, or any other act based on prejudice is prohibited. Thus, MPOI shall commit to:

- ✦ Operating under an equal merit system, where members of the community are top priority;
- ✦ Employment shall be based on merit, qualification, skill and experience;
- ✦ promotion and sanction shall be based on non-discrimination
- ✦ All employees should be aware of their minimum wage entitlement.

Additionally, MPOI forbids workplace violence and harassment which shall be considered a serious offence resulting in extreme consequences.

### Child Protection

MPOI has a zero-tolerance policy of child labor or exploitation of children in all its operations. In order to ensure compliance herewith, MPOI endeavors to ensure that:

- ✦ Individuals who wish to work for MPOI should be able to prove that they are above the age of 18 years old;
- ✦ In the event of a child labor being discovered, immediate termination of employment shall take place;
- ✦ All workers shall be encouraged to school their children.

### Gender Policy

As all acts based on prejudice is forbidden, gender discrimination is no exception. MPOI promotes and protects the rights of all its workforce, be it male or female. That said, MPOI understands that women should hold certain rights such as:

- ✦ Promote access to sexual and reproductive health information which would enable them to make informed decisions about their health;
- ✦ Maternity and breast-feeding leave is taken very seriously;
- ✦ Pregnant women or breastfeeding women shall not be allowed to carry out activities that would expose them to hazardous products.

The legal and compliance team at the company shall ensure that policy is being implemented on all levels in the organizations.

Approved by:

Mr. Assad Fadel, CEO

Date:

28/06/2023

