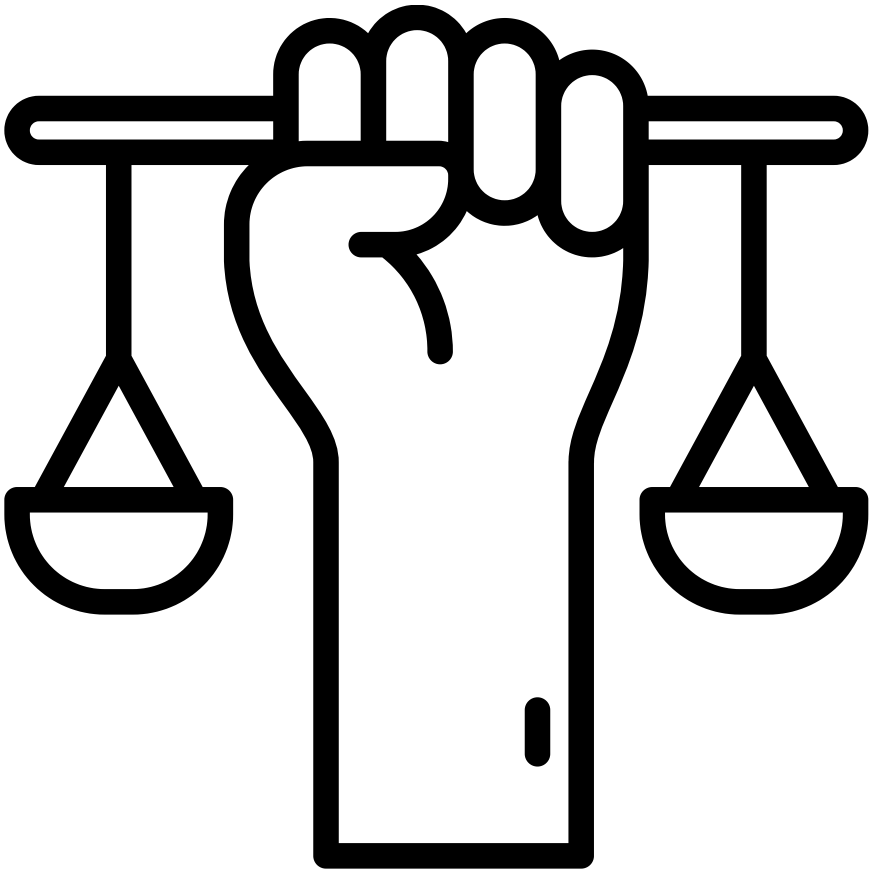




OPGCR - SL
OPERAÇÕES GCR - PRESTAÇÃO DE SERVIÇOS E LOGÍSTICA
Procurement - Manpower - Assistência Técnica - Logística



HUMAN RIGHTS POLICY

JANUARY 2024

Company Human Rights Policy and Procedure

Instructions: As a fundamental operating principle, we strive to respect human rights wherever we do business. We are committed to doing no harm, to avoiding infringing on the human rights of others, and to addressing adverse human rights impacts where they may be caused, contributed by, or linked to our activities.

1. Policy Statement

OPERAÇÕES GCR-PRESTAÇÃO DE SERVIÇOS E LOGÍSTICA is committed to respecting and promoting human rights in all aspects of our business operations, in alignment with the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights. We recognize our responsibility to protect human rights within our sphere of influence and to address any adverse human rights impacts resulting from our activities.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of OPERAÇÕES GCR-PRESTAÇÃO DE SERVIÇOS E LOGÍSTICA across all our global operations.

3. Key Principles

3.1 Non-discrimination

We prohibit discrimination based on race, colour, gender, age, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status.

3.2 Freedom of Association

We respect employees' rights to freedom of association and collective bargaining.

3.3 Prohibition of Forced Labour and Child Labour

We do not tolerate any form of forced labour, human trafficking, or child labour in our operations or supply chain.

3.4 Safe and Healthy Working Conditions

We are committed to providing a safe and healthy working environment for all employees.

3.5 Fair Wages and Working Hours

We ensure fair compensation and reasonable working hours in compliance with applicable laws and regulations.

4. Implementation Procedures



4.1 **Due Diligence**

We will conduct regular human rights impact assessments to identify, prevent, and mitigate potential human rights risks in our operations and supply chain.

4.2 **Training and Awareness**

All employees will receive training on this policy and our human rights commitments. Specialized training will be provided to employees in high-risk areas or positions.

4.3 **Grievance Mechanism**

We will maintain an accessible grievance mechanism for employees, communities, and other stakeholders to report human rights concerns without fear of retaliation.

4.4 **Supplier and Business Partner Engagement**

We will communicate our human rights expectations to suppliers and business partners and include human rights considerations in our procurement and partner selection processes.

4.5 **Monitoring and Reporting**

We will regularly monitor our human rights performance and publicly report on our progress annually.

5. **Responsibilities**

5.1 **Board of Directors**

Oversee the implementation of this policy and review human rights performance annually.

5.2 **Executive Management**

Ensure adequate resources for policy implementation and foster a culture of respect for human rights.

5.3 **Human Resources Department**

Implement non-discrimination practices, fair labour policies, and manage the grievance mechanism.

5.4 **Procurement Department**

Integrate human rights considerations into supplier selection and management processes.

5.5 **All Employees**

Adhere to this policy and report any suspected human rights violations.

6. **Policy Review**



Human Rights Policy

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and relevance to our business operations.

7. Contact Information

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