



Website: www.u2usystems.com

U2USystems Human Rights & Child Labor Policy



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About U2USystems

U2USystems enables Digital Transformation and helps businesses with digital solutions to improve Productivity, Growth, Technology Enhancements and Cost Effectiveness. Being a PMI partner we have the right experience and knowledge of Project Management.

Be it Digital Marketing, Project Management, Product development or design thinking we serve all areas for the Digital Future of an Organization. We believe in collaboration and long term engagement.

We work with you to transform Organizations to Process oriented, Agile and highly productive Organization. Whether it is resource management, cost management, people management we provide Digital Solutions through our strategic consulting team followed by solution development and management.

Our Core areas of work include

- **Digital Transformation**

No matter how big or small you are, we offer solutions aimed at Digital Transforming your business to improve Productivity, Growth, Technology Enhancements and Cost Effectiveness

- **Strategy & Consulting**

Strategy and Project Management Consulting Solutions for enhanced productivity and growth. We work with you to transform your Organization to Process oriented, Agile and highly productive Organization. Whether it is resource management, cost management, people management we provide impactful Solutions through our strategic consulting team.

- **Network Infrastructure Solutions**

Network Infrastructure Product, Support & Services for your business needs. Each level of Support is validated through our stringent SLAs.

- **Application & Product development**

Our Application and Product development team provides simple cost-effective solution using the latest technology, be it Web or Mobile Application, Saas Product or Service. We convert your requirement into a Solution

Human Rights & Child Labor Policy

Our commitment to respect human rights is emphasized by our support for the “Protect, Respect and Remedy” Framework, including the Guiding Principles on Business and Human Rights as endorsed by the UN Human Rights Council.

In addition, we comply with the IFC Performance Standards, specifically covering Labour and Working Conditions.

We are committed to conduct our business activities based on respecting the following human and labour rights:

- Freedom of association:

Respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations;

- No forced or child labour:

Not tolerate any form of forced or child labour;

- Diversity and equal opportunities:

Ensure no discrimination in hiring and employment practices with regards to race, religion, sex, age, physical ability, political opinion, social or ethnic origin or sexual orientation;

- No harassment:

Provide a workplace that is free from any form of harassment, including verbal, physical, mental and visual harassment;

- Fair employment practices:

Comply with applicable laws and industry norms on employees pay, work hours and conditions. Provide fair and competitive compensation commensurate with the employees' position;

- A safe and healthy workplace:

Provide and maintain a safe and healthy work environment for every employee, on-site contractor and service provider;

- Human rights and labour due diligence:

Ensure full respect of human and labour rights in all company activities by performing due diligence assessments when necessary and defining corrective actions based upon the findings;

- Human Resources practices:

Adopt Human Resources policies and procedures for all operations including labour standards policies and procedures and provide clear communication

throughout the company;

- Retrenchment:

Develop a retrenchment plan prior to collective dismissals in line with national and local laws, local legal procedures and collective agreements, involving, where possible, the consultation of worker's organizations and, if applicable, governmental bodies.

- Personal and professional development:

Foster personal and professional development and encourage employees to balance their work and personal responsibilities; and

- Open dialogue and resolving concerns:

Encourage employees to take their concerns up directly with management and create an environment where open dialogue is the preferred way of resolving issues. Provide employees on-site contractors and service providers with a mechanism to report concerns confidentially, anonymously and without fear of reprisal, as governed by the applicable company procedures