

# JETWING HUMAN RIGHTS POLICY

Jetwing acknowledges and respects the principles contained in the Universal Declaration of Human Rights and The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. The Jetwing Human Rights Policy reflects the company's commitment to conduct its business in a manner consistent with these principles, following responsible workplace practices and to protect human rights at all spheres.

**The principles governed under this policy are as follows:**

## **1. Non-Discrimination and Equality**

We provide equality of opportunity and treatment to all, taking a stand against discriminating on the basis of race, colour, gender, religion, creed, age, social and civil status, family origin, physical or mental disability or sexual orientation in our hiring and employment practice.

## **2. Labour and Human Rights**

### **2.1. Protection of the Rights of a Child**

Jetwing condemns all forms of exploitation of children. The company does not recruit any young person under the age of 18, and supports the elimination of exploitative child labour. Through the Jetwing Zero Tolerance Policy on Child Abuse, we work to raise awareness concerning such exploitation.

### **2.2. Forced Labour**

Jetwing supports the elimination of all forms of forced, bonded or compulsory labour, and we do not accept the use of prison labour or illegal labour.

## **3. Health and Safety**

We commit to ensuring the highest standards of health and safety are maintained for the benefit of all our associates and stakeholders. Every associate, supplier and other stakeholders has a clear duty to take every reasonable precaution to maintain a safe and healthy working environment, as detailed in the Jetwing Health & Safety Policy.

## **4. Working Conditions including Working Hours**

Working hours will comply with the national laws and benchmarks of the industry. Associates are not, on a regular basis, required to work in excess of 45 hours a week, with a one-hour meal break. They are also provided with one and half days off on average for a week.

All associates are provided with adequate and reasonable rest breaks, access to drinking water and other sanitary facilities, day off and statutory leave too is granted to all associates. They are also provided with appropriate job skills training.

## **5. Fair Wages and Compensation**

All wages are paid regularly, on time, based on the experience, qualifications, and performance of the associate. All associates are compensated according to the labour laws and statutory regulations of the country and is paid at least the statutory minimum wage or the prevailing industry wage. All other types of legally mandated benefits and compensations too are paid.

All overtime work carried out by associates is voluntary and compensated in accordance with the law. Associates are granted and correctly compensated for any types of paid leave to which they are legally entitled.

## **6. No Harsh or Degrading Treatment/ Harassment**

Every associate is treated with respect and dignity. No associate is subjected to physical, sexual, psychological, or verbal harassment or abuse during their employment with the company. Under no circumstances do we accept humiliation or corporal punishment by our suppliers, their subcontractors or other business partners.