



# HUMAN RIGHTS AND LABOUR PRACTICES

*Prony Resources is committed to respecting the International Bill of Human Rights and the standards of the International Labour Organization in all aspects, and to promoting these fundamental rights throughout its value chain. Through responsible purchasing, we strive for sustainable value creation and economic performance.*

*We are therefore committed to the following five guidelines*

## **RESPECT HUMAN RIGHTS AND ANTICIPATE ANY FORM OF INFRINGEMENT OF UNIVERSAL RIGHTS**

Ensure that we identify, prevent and address potential human rights abuses, whether arising from our own activities or those of our business partners, by developing a duty of care process and signing clear commitments.

To respect all civil and political rights, as well as all economic, social and cultural rights set forth in the International Bill of Human Rights.

To provide adequate training in accordance with human rights standards to the personnel working for the security of the industrial site.

Implement and comply with health, safety and major accident prevention guidelines.

## **ENSURING FAIR PRACTICES AND BUSINESS ETHICS**

Identify any impediments to the principles of the fight against corruption, conflicts of interest and influence peddling through awareness raising, training and the establishment of a whistleblowing and complaints mechanism.

Working for fair competition, by respecting equal treatment between suppliers, preventing collusion and ensuring purchasing decisions are based on objective and comparative evaluation.

Reserve the right to suspend any business relationship that is deemed to be inconsistent with the values of these guidelines.

Respect and ensure respect for the protection of personal data, confidentiality and industrial property.

## **TO BE ENGAGED IN A RESPONSIBLE PURCHASING POLICY**

Make social responsibility a criterion of choice in establishing our business relationships.

Respect and ensure that all our business partners respect the company's Ethics & Sustainable Purchasing Charter and demand that they respect the rights of the individual and the company.

Human Rights, ILO standards and other applicable international, national and local regulations.

Promote partnerships with local labour, communities, suppliers and subcontractors.

## **HONORING THE HUMAN AND FUNDAMENTAL RIGHTS OF PEOPLE IN OUR WORKING CONDITIONS**

To be fundamentally opposed to modern slavery, child labour and forced labour by acting throughout its value chain.

To respect the collective agreements and standards of the International Labour Organization, guaranteeing decent and productive work for all, carried out in conditions of freedom, equity, security and human dignity.

Comply with all obligations concerning the social protection of workers.

Ensure that hiring practices and policies, compensation, terms and conditions of employment, access to training and development, and termination of the employment relationship are based solely on work-related requirements.

## **COMBATING DISCRIMINATION AND ENSURING EQUAL OPPORTUNITIES**

Prohibit any discrimination, particularly on the basis of gender, ethnicity, religion, political, union or cultural opinion, in hiring, in daily relations and in the development plan of each employee.

Combat all forms of harassment and violence by promoting reporting mechanisms and applying disciplinary procedures.

To guarantee social justice and the exercise of trade union rights and to respect the right to join or not to join workers' organisations, within the framework of freedom of association and the right to collective bargaining.

Ensure a sincere and fair social dialogue with the staff representative bodies.

