

Human Rights Policy Statement

At PPP, we are committed to promoting and protecting human rights in all our business areas and relationships. Our principles are based on the universal human rights as enshrined in the United Nations Universal Declaration of Human Rights.

Principles:

1. **Respect for Human Dignity:** We respect the dignity of every person and recognize the fundamental rights of all individuals, regardless of race, gender, religion, origin, age, or other characteristics.
2. **Fair Working Conditions:** We ensure safe and healthy working conditions, oppose forced labor, child labor, and discrimination, and promote fair wages as well as reasonable working hours.
3. **Equality and Inclusion:** We foster a culture of equality and inclusion where all employees have equal opportunities and rights.
4. **Transparency and Accountability:** We act transparently and responsibly, both in our corporate governance and in our business practices.
5. **Environmental Awareness:** We commit to environmentally friendly practices aimed at protecting natural resources and promoting sustainability.
6. **Community Engagement:** We support social projects that contribute to improving living conditions.

Implementation:

- **Training and Awareness:** We actively encourage regular participation in training and awareness programs for our employees to strengthen understanding of human rights.
- **Grievance Mechanisms:** We provide accessible mechanisms through which violations of these principles can be reported. Complaints are handled and evaluated anonymously.
- **Partnerships and Collaboration:** We work closely with local and international organizations to ensure and continuously improve compliance with human rights.

At PPP, we firmly believe that protecting and promoting human rights is not only a moral obligation but also a prerequisite for sustainable success.