

HUMAN RIGHTS POLICY

1. Purpose

Ready Guard Security Services (Pvt.) Ltd. ("RGSS") establishes this Human Rights Policy to outline its commitment to respecting, protecting, and promoting the fundamental rights of all individuals associated with its operations. The purpose of this Policy is to ensure that all business practices are carried out with dignity, fairness, equity, and respect for every person. RGSS recognizes human rights as universal, non-negotiable standards rooted in international norms, national laws, and responsible business practices. This Policy serves as a guiding framework for employees, management, contractors, suppliers, and all stakeholders to uphold ethical and humane conduct in all interactions. RGSS aims to embed a culture where human rights considerations are central to decision-making, operational behavior, and daily workplace interactions.

2. Scope

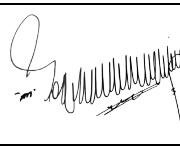
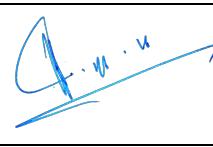
This Policy applies to all RGSS employees, permanent, temporary, contractual, or probationary, regardless of role or location. It also applies to outsourced personnel, suppliers, service contractors, labor agents, and third-party entities acting on behalf of RGSS. All persons interacting with RGSS operations, including clients and visitors, are expected to respect the principles outlined in this Policy. Compliance with this Policy is a mandatory condition of employment and contractual engagement with RGSS.

3.1 Protection of Human Dignity

RGSS recognizes human dignity as an inherent, unconditional right belonging to every individual. No employee, worker, contractor, or visitor shall be subjected to degrading treatment, humiliation, harassment, coercion, or behavior that undermines their self-respect. Respectful conduct is mandatory at all levels of the organization. Supervisors bear responsibility for promoting a respectful environment and ensuring concerns are addressed promptly.

3.2 Privacy and Personal Data Protection

RGSS is committed to safeguarding personal data and respecting privacy rights. Information will only be collected when necessary, processed for legitimate purposes, and stored securely. Misuse, unauthorized disclosure, or unlawful access to personal data is strictly prohibited. Privacy protections apply to physical documents, digital information, communication channels, and all forms of data handling.

	
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3.3 Equality, Non-Discrimination, and Equal Opportunity

RGSS ensures equal treatment and fair opportunity for all individuals. Discrimination based on gender, religion, ethnicity, age, disability, marital status, or political belief is prohibited. Employment decisions—including hiring, promotion, training, and compensation—must be based solely on merit and organizational needs.

3.4 Right to Information

Employees have the right to receive accurate and timely information regarding their employment conditions, workplace expectations, rights, and responsibilities. Management must ensure transparency, prevent misinformation, and support employees through open communication channels.

3.5 Freedom of Speech and Expression

RGSS acknowledges employees' right to respectfully express concerns, ideas, or feedback without fear of retaliation. However, speech must remain professional and must not compromise confidentiality, security, or the rights of others.

3.6 Freedom of Thought, Belief, and Religion

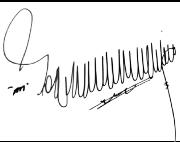
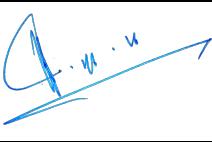
Employees have the right to hold personal beliefs and practice their religion, provided such practices do not interfere with safety or operational duties. RGSS prohibits coercion, pressure, or discrimination based on belief systems.

3.7 Freedom of Association

Employees may join or refrain from joining lawful associations or representative groups. RGSS will not interfere with employees' rights to organize or communicate collectively. No employee will face retaliation for lawful association activities.

3.8 Civic Rights and Voting

Employees maintain their civic rights, including voting and political participation. RGSS will not influence employees' political preferences and will facilitate required time-off for voting in accordance with law.

	
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3.9 Access to Basic Needs

RGSS provides access to essential workplace needs including drinking water, sanitation, hygiene facilities, rest areas, and basic health support. These protections apply equally to field and remote-site personnel.

3.10 Human Rights due Diligence and Impact Prevention

RGSS conducts regular assessments to identify, prevent, and address risks affecting workers' rights. These assessments include employment conditions, safety risks, discrimination risks, excessive working hours, wage fairness, and other human rights impacts. Management must implement corrective measures promptly when concerns arise.

3.11 Human Rights Commitment Statement

RGSS commits to upholding international human rights standards including the UN Universal Declaration of Human Rights, ILO Core Labor Standards, and national laws. RGSS maintains zero tolerance for exploitation, discrimination, harassment, forced labor, child labor, or conduct undermining dignity. This commitment applies to all employees, contractors, suppliers, clients, and associated stakeholders. Leadership at all levels is responsible for enforcing this commitment consistently.

4.1 Governance Structure

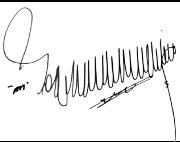
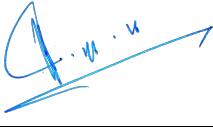
The Board of Directors oversees Policy implementation. HR is responsible for operational enforcement, communication, and maintaining compliance records. Supervisors must ensure daily adherence within their teams. Failure to uphold responsibilities may result in governance-level consequences.

4.2 Reporting Mechanisms and Non-Retaliation

RGSS maintains confidential reporting channels for human rights concerns. Reports made in good faith will be investigated objectively and without retaliation. Victimization of whistleblowers is strictly prohibited.

4.3 Supplier and Contractor Obligations

Suppliers and contractors must comply with RGSS human rights expectations. They are required to maintain ethical employment practices, safe working conditions, and fair treatment for all workers. Non-compliance may lead to contract suspension or termination.

	
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4.4 Training and Awareness

RGSS provides training programs to ensure employees understand their rights and responsibilities under this Policy. Awareness is reinforced through onboarding, refresher sessions, internal communication, and notices.

4.5 Policy Review and Continuous Improvement

This Policy will be reviewed annually or earlier if needed due to legal changes, operational developments, or identified risks. Feedback from employees, clients, and stakeholders will be considered to strengthen policy effectiveness.

5. Enforcement

Violations of this Policy may result in disciplinary action including warnings, suspension, termination, or legal steps where applicable. Contractors or suppliers failing to meet human rights obligations may face contract termination. All individuals associated with RGSS are responsible for compliance.

	
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