



TAIZ Energy LTD

Human Rights & Labour Rights Policy

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2 Purpose

This policy outlines TAIZ Energy LTD's commitment to upholding and respecting internationally recognised human rights and labour standards throughout our operations, in accordance with the principles of the UN Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions.

3 Scope

This policy applies to all employees, contractors, suppliers, and business partners engaged with TAIZ Energy LTD, regardless of role, location, or contractual relationship.

4 Our Commitments

We are committed to:

- **Fair Treatment:** Ensuring that all individuals are treated with dignity and respect, without discrimination based on race, gender, religion, age, disability, sexual orientation, or any other status.
- **Freedom of Association:** Respecting the rights of workers to freely associate, organise, and bargain collectively in accordance with local laws.
- **No Forced or Child Labour:** Strictly prohibiting the use of forced, bonded, or involuntary labour, and ensuring that no person under the legal minimum age is employed.
- **Safe Working Conditions:** Providing a safe, clean, and healthy working environment and taking steps to prevent workplace hazards.
- **Fair Wages and Working Hours:** Complying with applicable wage, hour, and benefits laws, and ensuring employees receive fair compensation for their work.
- **Equal Opportunity:** Promoting equal employment opportunities and supporting diversity and inclusion across our workforce.

5 Suppliers and Partners

We expect our suppliers, contractors, and business partners to uphold similar principles. Where necessary, we may require evidence of compliance or work collaboratively to improve practices.

6 Reporting and Compliance

Any concerns or breaches of this policy can be reported confidentially to [insert email/contact person]. All reports will be treated seriously and handled appropriately without fear of retaliation.

7 Review

This policy will be reviewed periodically and updated as needed to ensure ongoing alignment with best practices and stakeholder expectations.