



AGK First DMCC

Human Rights Policy

Revision History

Version	Date	Highlight
Original	14 July 2022	Policy implementing Human Rights Laws and Regulations
Version 2	01 March 2023	Amended to reflect adoption of new corporate name

Approved by

  
AGK FIRST DMCC  
Management



## Introduction and Objective

AGK sets the highest standards of human rights of our people and the community we work with. All of our employees, customers, suppliers and contractors are treated with respect and shall be free from discrimination against any color, gender and religion etc or abusive labor practices including and not limited to child labor, slavery and cruel behavior.

AGK will not directly or indirectly be involved in acts of human rights violations of our employees, contractors, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support and uphold respect for human rights.

## Scope of Application:

AGK Human Rights Policy is applicable to all Employees (including but not limited to Owners, Board of Directors, Senior Management, Officer and workers etc.), Contractors, Customers, Suppliers and any direct or indirect person associated with the company.

## Policy Principles:

### 1. Equality and Non-Discrimination:

AGK shall not discriminate any individual on the basis of color, gender, race, religion and disability etc. Any act of discrimination shall be prohibited and calls for strict disciplinary action.

### 2. Unity in Diversity:

AGK believes in the principle of Unity in Diversity, which is evident in our diverse workforce from across the globe and from various communities.

### 3. Child Labor:

AGK shall ensure that neither they or any of their counter parties are involved in any of the worst form of child labor and also ensuring elimination any forms of child labor in the work place under any circumstances.

### 4. Labor Rights:

One of the significant human rights concerns in the UAE is the treatment of migrant workers, who constitute a substantial portion of the country's workforce. Issues such as labor exploitation, poor working conditions, unpaid wages, passport confiscation, and restrictions on workers' rights to form unions and collectively bargain. AGK aims at improving working conditions and protecting workers' rights by abiding to all labor laws and reforms.

### 5. Women Rights:

AGK shall encourage women empowerment and advancement in workplace by providing the required support and education. Also, treating women in the workplace equally by protecting their rights.

**6. General Provisions:**

AGK shall and also requires our contractors, suppliers and business partners to share this commitment to human rights– including those in regard to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, fair wages and benefits, equal opportunity and freedom from discrimination – as a condition to working with us.

**7. Confidentiality:**

AGK establish confidential process to identify, receive and respond to human rights concerns in a fair and neutral manner without any bias and favor.

**8. Failure to comply:**

Any failure to comply with the above set standards will result in disciplinary action including and not limited to termination of employment for employees and also, AGK will take action to terminate any contracts or arrangements with contractors and suppliers should we become aware that their practices and performance conflict with the requirements of this Human Rights Policy.

**9. Review and update:**

AGK shall continue to review and update this policy basis any human rights laws and reforms and conditions within UAE and other international jurisdictions.

**References:**

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and UAE Labor Laws and Reforms.