

HUMAN RIGHTS POLICY

At Seero, our commitment to human rights exemplifies our mission of making the world a better place.

Our policies and work practices reflect this dedication, and our workers demonstrate it by positively impacting their immediate and global communities. Our responsibilities are first to our workers. Seero also strives to respect fundamental human rights and expects adherence from our clients and business partners at every level.

Policies

Our principles of adherence to fundamental human rights include but are not limited to:

- **Child Labour and Coerced Labour**
Seero does not hire anybody under 18 unless via apprenticeship programs or other educational opportunities. Our code of conduct also forbids our third-party suppliers from utilizing or enabling child labor. Seero also absolutely prohibits any illegal activities, coerced labor, and human trafficking or any other act prohibited by local laws.
- **Freedom of Organization**
Seero respects workers' rights to freedom of association and collaborates with represented employees via labor unions and under local laws.
- **Safety and Health**
Seero respects the right to a safe and healthy working environment and is dedicated to protecting human health and the environment. Our Safety and Health Policy outlines Seeros safety requirements.
- **Harassment, and Non-Discrimination**
Seero is dedicated to creating an environment where everyone is treated with decency and respect. We do not condone any sort of discrimination or harassment based on sex, nationality, race, or disability. As part of our quest, our code also demands that our partners sabotage all forms of discrimination in their workplace.
- **Working Conditions**
Seero meets or exceeds minimum working conditions at all our branches, including working hours, wages, and salaries. We are also committed to work flexibility to help employees and executives stay in the best physical and mental shape.

Seero's ethics and compliance and human rights programs are subject to regular audits and program reviews. Employees who report misconduct honestly and sincerely are protected under Seero's strict non-retaliation policy.