

HUMAN RIGHTS POLICY

This Policy reiterates Fenrich Consults Ltd's commitment to respect Human Rights and freedoms as guaranteed under chapter four of the Constitution of the Republic of Uganda 1995 and applicable laws of Uganda in all of our activities and to implement the relevant provisions of the United Nations Guiding Principles on Business and Human Rights and the fundamental conventions of the International Labour Organization.

Under this Policy, Fenrich Consults Ltd is committed to:

1. Respecting Human Rights in the carrying out of our business activities.
2. Being sensitive to gender equity in the carrying out of our business activities and actively promoting the fair representation, participation, and development of women.
3. Conducting Human Rights risk and impact assessments, and thereby paying attention to the rights of vulnerable people, including indigenous peoples
4. Conducting ongoing Human Rights due diligence so as to identify, assess, track and act on Human Rights risks and impacts related to Fenrich Consults Ltd's activities, as they emerge.
5. Conducting comprehensive stake-holder engagement on emerging issues of Human Rights concern in the operations of Fenrich Consults Ltd.
6. Providing access to remedy for impacted stakeholders through the implementation of grievance mechanisms within our Management.
7. Ensuring that working conditions and remuneration of Fenrich Consults Ltd employees preserves human dignity and seeks to ensure that our contractors and suppliers apply the same conditions for their workers. Provide a healthy and safe workplace where workers are protected from accidents, injuries, and work-caused illness.
8. Prohibiting:
 - All forms of slavery or servitude;
 - All forms of harassment;
 - All forms of Discrimination such as based on origin, political identity, gender, age, disability or association with a labour union or minority groups.
 - All forms of Child labour;

9. Expressing to other stakeholders our commitment to respect Human Rights, whilst understanding their respective roles and responsibilities to protect Human Rights and provide access to remedy. In the event of a conflict between legal standards and our Human Rights commitment to respect international Human Rights we will honor the principles of internationally recognized Human Rights to the greatest extent possible in the circumstances.
10. A period review of this policy and thereby updating in line with our commitment to progressive improvement.

This policy applies to all Fenrich Consults Ltd personnel. We encourage our business partners and contractors to act in a manner consistent with the principles set out in this policy. We actively promote Human Rights awareness and respect with our businesspartners, including by adopting and incorporating appropriate legal and contractual frameworks, training, and the promotion of multi-stakeholder actions where appropriate.



Approved by Directors this **30th** day of May 2023

CONTACT US

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