



HUMAN RIGHTS POLICY

Vitaseed Oil Mills Limited, Kenya is committed to upholding and respecting human rights in all aspects of our operations. We recognize the importance of integrating human rights principles into our business practices and ensuring that all stakeholders (employees, suppliers, customers, and the community) are treated with dignity, respect, and fairness. This policy reflects our commitment to ensuring that human rights are respected, protected, and promoted throughout our operations and in accordance with national and international human rights standards.

1. Commitment to Human Rights

We respect the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Conventions, and other relevant international and local frameworks regarding human rights. Our goal is to contribute positively to the community while preventing any adverse human rights impacts in our operations.

2. Non-Discrimination and Equal Opportunity

We are committed to providing a workplace that promotes diversity, equity, and inclusion. We reject any form of discrimination, including but not limited to race, ethnicity, gender, sexual orientation, religion, disability, or age. Our policies are designed to ensure that all individuals have equal access to employment opportunities, benefits, and career advancement.

3. Freedom of Association and Collective Bargaining

We respect the rights of our employees to freely associate, form, and join trade unions, and to engage in collective bargaining in line with national laws and international standards. We support constructive dialogue between management and employees and are committed to ensuring a safe environment for these activities.

4. Health, Safety, and Well-Being

Vitaseed Oil Mills Limited is dedicated to ensuring the health and safety of all employees, contractors, and visitors at all of our facilities. We adhere to local health and safety regulations and provide a working environment that promotes the well-being of our workforce. We also take proactive measures to prevent any health and safety hazards within our operations.

5. Child Labor and Forced Labor

We do not tolerate any form of child labor, forced labor, or human trafficking. We commit to hiring only employees who are of legal working age and ensure that all workers voluntarily enter into employment, free from any form of coercion or threats.

6. Fair Wages and Working Hours

We are committed to ensuring that all employees are compensated fairly for their work, in accordance with Kenyan labor laws and international best practices. Our compensation and benefits are competitive and aim to meet or exceed industry standards. We also respect employees' rights to a reasonable work-life balance and adhere to legal limits on working hours.

7. Privacy and Data Protection

We recognize the importance of protecting the privacy and personal data of our employees, customers, and suppliers. We handle all personal data in compliance with applicable privacy laws and ensure that it is stored, processed, and shared securely.

8. Community Engagement

We believe in being a responsible corporate citizen and are committed to creating positive impacts in the communities where we operate. We strive to engage with local communities, support sustainable development initiatives, and contribute to the advancement of human rights in the regions we serve.

9. Supply Chain Responsibility

We require all suppliers, contractors, and partners to comply with human rights standards consistent with our own policies. We will work with our suppliers to ensure that they adhere to principles of fairness, non-discrimination, and human dignity in their operations.

10. Addressing Human Rights Issues

We are committed to addressing and remedying any adverse human rights impacts that may arise from our operations. We encourage employees and stakeholders to report any concerns related to human rights violations, and we will take appropriate corrective action. We have established clear grievance mechanisms that are accessible to all, ensuring that concerns are heard and resolved in a timely and fair manner.

11. Monitoring and Compliance

Vitaseed Oil Mills Limited is committed to monitoring compliance with this policy and continuously improving our human rights practices. We will regularly assess the effectiveness of our human rights policies and implement necessary changes to improve our operations and meet international standards.

12. Training and Awareness

We will provide ongoing training to employees, management, and other stakeholders to raise awareness of human rights issues and ensure that they understand their roles and responsibilities in upholding this policy.

13. Review and Accountability

This policy will be reviewed once every two years to ensure its relevance and effectiveness. The management team will be accountable for ensuring that the Company adheres to this policy and that any human rights issues are addressed appropriately.

Managing Director
Vitaseed Oil Mills Limited
Date: 15/03/2025