

SOCIAL ACCOUNTABILITY POLICY

Ocior social accountability policy sets out the standard we pursue with an aim to foster a positive culture that values human rights, labour law, and environmental protection. We are part of the communities in which we operate and expect to be involved in the communities and contribute to human, economic and social development. All aspects of our operations that have an impact on social accountability are identified, evaluated, and managed. We intend to achieve our objectives by adhering to:

- **Prevention of forced and child labour** - Prevent use of child / forced labour, improve health & safety, support freedom of association, prevention of discrimination, implement performance management, manage compensation and working hours
- **Fair treatment and non-discrimination** - No discrimination in hiring, remuneration, training, promotion, termination or retirement on the basis of race, birth, national origin, colour, religion, sex, sexual orientation, gender identity, disability (physical or mental), age, status as a parent or genetic information. .
- **Harassment or Abuse** – No physical, sexual, psychological, or verbal harassment or abuse. Not allowing any behaviour or gestures, languages, or physical contact that are sexually coercive, threatening, abusive, exploitative and not engaging in or tolerating the use of corporal punishment, mental or physical coercion or verbal abuse
- **Working Conditions/Health & Safety** – Meet or exceed minimums set by local laws, with adequate facilities and protections from exposure to hazardous conditions or materials.
- **Fair wages and reasonable working hours** – Comply with all statutory requirements & laws with respect to compensation and working hours.
- **Respecting local communities and Environment** - We aim to establish long-term relationships with community members by maximising social and economic benefits we can bring to the communities in which we operate and by meeting or exceeding the minimums set by local laws. We want to ensure that our projects will result in an additional asset to the neighbourhood that everyone can be proud of.

A handwritten signature in black ink, appearing to read "Ranjit Gupta".

Ranjit Gupta
CEO & Founder

Date: 12 September 2022