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## HUMAN RIGHTS POLICY

RELIANT strives to ensure that every individual within the organization respects the rights and freedom enunciated below and to secure their effective recognition and observance throughout the organization. Subject to considerations of health, safety, environment, and quality, and within the constraints posed by the nature of its business, RELIANT seeks to protect the right of:

1. A workplace free of violence and intimidation;
2. Human dignity;
3. Fair treatment;
4. Not be subjected to slavery, servitude, and forced labour;
5. Freedom of conscience, religion, thought, belief, and opinion;
6. Freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm);
7. Peacefully assemble;
8. Freedom of movement;
9. Fair labour practices;
10. Not be employed if you are a child;
11. Not be arbitrarily deprived of property or possessions;
12. Freely participate in the cultural life of their choice;
13. Lawful, reasonable and fair action; and
14. Not be subjected to arbitrary arrest or detention.

Kitwe, 10th September 2019

Jerson Huamani  
Director