



AVANT INNOVATIONS LIMITED

Human Rights Policy

AVANT Innovations Limited (“Company”) respects human rights and dignity of its employees and stakeholders. We believe this is fundamental to building a better working environment. This policy states our understanding, beliefs and commitment to uphold and promote human rights.

1. Diversity, Equity and Inclusion

The Company is unwavering in its commitment to providing equal employment opportunities and professional development, fostering a workplace free from favouritism, discrimination or any form of unfair treatment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other protected status. The Company embraces differences among our employees and the people we are dealing with as we believe diversity is a way of growing stronger.

2. Forced or Compulsory Labor

The Company strictly prohibits any form of forced or compulsory labor. Employees are engaged willingly and have the freedom to terminate employment with reasonable notice.

3. Child Labor

The Company is committed to ensuring the protection and safeguarding of children. We do not employ individuals below the legal working age and actively contribute to efforts preventing child labor.

4. Harassment, Bullying, Harsh and Inhuman Treatment

The Company condemns all forms of harassment, bullying, harsh, and inhumane treatment. Employees are expected to treat each other with dignity and respect, and any violations will be promptly addressed. We encourage prompt reporting through the confidential whistleblowing mechanism to uphold a respectful workplace environment.

5. Workplace Safety and Health

The Company is dedicated to maintaining a safe and healthy work environment for our employees, contractors, suppliers, customers and visitors to our office premises. Employees are expected to adhere to the Company’s Health and Safety Plan, promptly report accidents, and actively participate in health and wellness initiatives.

6. Compensation and Benefits

Our compensation and benefits structure are designed to be transparent, competitive, and fair. We ensure equal opportunities for all employees in terms of salary, bonuses, benefits, and career advancement.



7. Wages, Working Hours, and Other Conditions of Work

The Company adheres to all applicable laws and regulations regarding wages, working hours, and conditions of work. Employees are provided with fair compensation, reasonable working hours, and safe conditions.

8. Privacy and Confidentiality

The Company upholds the highest standards in respecting and safeguarding the privacy of our employees. Strict guidelines are in place for handling personal and sensitive information, and employees are expected to maintain the utmost confidentiality.

9. Community Engagement

The Company actively supports human rights initiatives within our local and global communities. We encourage employees to engage in philanthropic activities, contributing positively to society.

10. Supplier and Partner Relations

We expect our suppliers and partners to adhere to the highest human rights standards. Whenever necessary, due diligence is conducted to ensure ethical practices throughout our supply chain.

11. Whistleblower Protection

Employees are protected against retaliation for reporting violations in good faith. Reports are treated confidentially, and a fair investigation process is implemented.

This policy reflects our commitment to fostering a workplace that values and respects the dignity of every individual. It is imperative that all employees familiarize themselves with and adhere to these principles. Any violations will be addressed promptly and appropriately.