COMET METALS

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FOIL ■ SHEET ■ STRIP

Human Rights, Non-Discrimination, and Child Labor Policy

1. Purpose:

Our company is committed to upholding fundamental human rights, promoting a culture of non-discrimination, and ensuring the protection of children. This policy outlines our commitment to respecting and promoting human rights, preventing discrimination, and prohibiting child labor within our operations and supply chain.

2. Human Rights:

We recognize and respect the principles outlined in international declarations and conventions on human rights. Our commitment includes, but is not limited to:

a. The right to life, liberty, and security of person.
b. Freedom from discrimination on the basis of race, color, gender, religion, age, disability, sexual orientation, or any other protected status.
c. Protection against inhumane or degrading treatment.

3. Non-Discrimination:

We are committed to providing equal employment opportunities and maintaining a workplace free from discrimination. Discrimination in any form, including but not limited to hiring, promotion, compensation, and termination, will not be tolerated. Our commitment includes:

a. Providing fair and equal opportunities for all employees.
b. Prohibiting discriminatory practices based on race, color, gender, religion, age, disability, sexual orientation, or any other protected status.
c. Taking appropriate action against any form of harassment or discriminatory behavior.

4. Child Labor:

We strictly prohibit the use of child labor within our operations and supply chain. We adhere to international standards and regulations related to child labor, including:

a. Complying with the minimum age for employment as defined by applicable laws.
b. Verifying the age of all employees during the hiring process.
c. Ensuring that our suppliers and business partners also adhere to our commitment against child labor.

5. Implementation:

a. All employees are expected to familiarize themselves with this policy and adhere to its principles.
b. Managers and supervisors are responsible for promoting a culture of non-discrimination and for taking appropriate action against any violations.
c. Training programs will be provided to employees to raise awareness of human rights, non-discrimination, and child labor issues.

6. Reporting Violations:

Any employee who becomes aware of a violation of this policy is encouraged to report the matter promptly to their supervisor, human resources, or through an established reporting mechanism. Reports will be treated confidentially, and there will be no retaliation for reporting in good faith.

7. Review and Revision:

This policy will be periodically reviewed and updated to ensure its continued relevance and effectiveness. Changes may be made in response to legal, social, or business developments.

8. Compliance:

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.