



HUMAN RIGHTS POLICY

Bi-Power

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Bi-Power Human Rights Policy

Purpose

At Bi-Power, we recognize our responsibility to respect and uphold human rights in every aspect of our operations. This policy outlines our commitment to ensuring that our business practices align with internationally recognized human rights principles, including the Universal Declaration of Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy applies to all Bi-Power employees, contractors, suppliers, and other stakeholders involved in our operations.

Principles

1. Respect for Human Rights

- We are committed to respecting the dignity, rights, and freedoms of all individuals, including employees, suppliers, customers, and community members impacted by our business activities.

1. Non-Discrimination and Equal Opportunity

- We provide a workplace free from discrimination based on race, gender, age, religion, ethnicity, disability, sexual orientation, or other protected characteristics.
- Equal opportunity in hiring, promotion, and professional development is a cornerstone of our human resources policies.

2. Health and Safety

- We ensure a safe and healthy work environment for all employees and contractors.
- All individuals involved in Bi-Power operations are provided with the necessary training, tools, and resources to work safely.

3. Fair Labor Practices

- We adhere to all applicable labor laws and regulations, including fair wages, reasonable working hours, and the prohibition of child labor and forced labor.
- Freedom of association and collective bargaining are respected in all our operations.

4. Community Engagement

- We engage with local communities to ensure our operations do not infringe upon their rights.
- We actively contribute to the development of local communities through sustainable business practices and social investment.

5. Anti-Harassment and Workplace Violence

- We maintain a zero-tolerance policy for harassment, bullying, and violence in the workplace.
- All allegations are promptly and thoroughly investigated, and appropriate action is taken.

6. Environmental Stewardship

- We acknowledge that environmental protection is integral to respecting human rights.
- Our business practices aim to minimize environmental impacts, safeguarding the rights of future generations.

Supplier and Partner Expectations

We expect our suppliers and partners to uphold the same standards of human rights and ethical behavior. Bi-Power reserves the right to terminate relationships with suppliers or partners that fail to meet these expectations.

Grievance Mechanisms

Bi-Power is committed to addressing any human rights concerns raised by employees, contractors, or community members. We have established a confidential and accessible grievance mechanism to report violations, with a guarantee of non-retaliation.

Implementation and Accountability

- This policy will be communicated to all employees, suppliers, and partners.
- Bi-Power will provide training and resources to ensure understanding and compliance.
- We will regularly review and update this policy to align with evolving human rights standards and best practices.

Commitment to Transparency


Bi-Power will publicly disclose our human rights initiatives, performance, and challenges to maintain transparency and accountability.

Approval

This policy has been approved by Bi-Power's management and is effective as of 1/1/2024.

Signed by: Ghassan Faris
Title: General Manager
Date: 1/Jan/2024

APPROVAL:



The logo for Bi-Power Solutions, featuring a stylized lightning bolt icon to the left of the text "BI-POWER SOLUTIONS". Below the logo is a handwritten signature in blue ink that reads "Ghassan Faris".