




HUMAN RIGHTS POLICY

DISCLAIMER

This Policy is the sole property of MASSIF TRADING LLC (MASSIF TRADING) and is meant exclusively for its internal use. It is strictly forbidden to make or reproduce a copy of this Policy in any form, in part or in whole, without the prior written consent of the Owner/ Senior Management.

Prepared by:	Legal and Compliance Officer		
Approved by:	Managing Director		
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Revision History

Date	Version	Comments (including Review History)
15 July 2022	00	DESIGNED TO MEET THE LEGAL AND REGULATORY REQUIREMENTS OF UNITED ARAB EMIRATES AND THE UNITED NATION'S GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS



HUMAN RIGHTS POLICY

Introduction

MASSIF TRADING LLC is committed to upholding the dignity of every individual and honouring the human rights of our personnel, those in our vicinity, and our collaborators, in accordance with United Nation's Guiding Principles on Business and Human Rights. We are unwavering in our belief that all employees and contractors are entitled to fair treatment, devoid of discrimination or any form of exploitative labour practices. Our conviction lies in the positive impact we can and should make on human rights, aiming to enhance capabilities and empower communities.

In our pursuit, we are dedicated to avoiding any violation, either directly or indirectly through association with the actions of others, on the human rights of our employees, service providers, and those within our supply chain. This commitment extends to members of the communities where we operate and others affected by our activities. We hold ourselves accountable to not only refrain from any actions that could violate human rights but also actively contribute to their promotion.

Furthermore, we expect our suppliers and business partners to share in this commitment, urging them to establish policies and processes that endorse and uphold the principles of respect for human rights. Through these collective efforts, we strive to foster an environment that prioritizes dignity, equality, and fairness for all.

Accordingly, MASSIF TRADING LLC shall:

1. Integrate the principles of human rights into our management, governance practices, and programs in alignment with the standards set forth in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
2. Ensure that no employee nor any individual faces discrimination based on race, color, national or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, pregnancy, disability, genetic characteristics, or any other arbitrary characteristic unrelated to their job performance.
3. Foster diversity across all levels of our organization, striving for representation and inclusion of historically under-represented groups.
4. Strengthen our employment, supply chain, training, and community investment initiatives to promote the socio-economic empowerment of women and remove obstacles hindering their advancement and equitable treatment within our workforce.
5. Maintain a steadfast commitment to prohibiting all forms of child labor, forced labor, and modern slavery throughout our operations and supply chains.
6. Establish confidential channels for stakeholders to report human rights concerns or ethical issues in a neutral manner, ensuring these concerns are promptly identified, received, and addressed.
7. Continuously monitor and assess evolving human rights conditions within the jurisdictions where we conduct business operations.
8. Take decisive action to terminate any contracts or relationships with contractors and suppliers should we discover their practices or performance are incongruent with the requirements outlined in this Human Rights Policy.