

## **Arkan Graphics Human Rights Policy**

### **Target Audience:**

**This policy applies to the following groups associated with Arkan Graphics:**

- Employees within Arkan Graphics
- Employees of affiliated companies
- Direct and indirect suppliers
- Business partners and customers

### **Policy Statement:**

Arkan Graphics is committed to upholding human rights in all aspects of our operations and interactions. Our policy is guided by the international human rights frameworks, including:

- The Universal Declaration of Human Rights (UDHR)
- The United Nations Covenants on Human Rights
- The Core Labor Standards of the International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights

As a business, we are dedicated to respecting and promoting human rights in our workplace, supply chain, and business relationships. This policy is based on globally accepted standards and legal obligations to ensure fair treatment, protection, and a safe and healthy working environment for all involved.

### **Key Human Rights Principles Covered by the Policy:**

#### **1. Protection of Children and Freedom from Child Labour:**

Arkan Graphics strictly prohibits the use of child labour in any form. We uphold the rights of children and adhere to the international standards set forth by the United Nations Convention on the Rights of the Child (CRC) and the ILO's Minimum Age Convention.

**2. Forced Labour, Modern Slavery, and Human Trafficking:**

We prohibit all forms of forced labour, modern slavery, and human trafficking in our operations and supply chains. Arkan Graphics complies with relevant laws and regulations aimed at preventing and eliminating these practices.

**3. Occupational Health and Safety:**

Arkan Graphics is committed to maintaining a safe and healthy working environment for all employees, contractors, and suppliers. We adhere to the highest standards of occupational health and safety, in line with both local and international laws.

**4. Freedom of Association and Right to Collective Bargaining:**

We respect the right of employees to form or join trade unions and engage in collective bargaining. Arkan Graphics is committed to fostering an environment of open dialogue and mutual respect between employees and management.

**5. Discrimination, Harassment, and Diversity and Inclusion:**

Arkan Graphics is committed to providing a work environment free from discrimination, harassment, and retaliation. We promote diversity and inclusion and ensure equal opportunities for all individuals regardless of race, gender, ethnicity, disability, religion, or sexual orientation.

**6. Appropriate Living Wage:**

Arkan Graphics ensures that all employees and contractors receive compensation that meets or exceeds the legally mandated minimum wage, providing an appropriate living wage for all workers in accordance with local labour laws.

**7. Environmental Impact:**

Arkan Graphics is committed to minimizing its environmental impact. We strictly prohibit any harmful soil changes, water pollution, air pollution, harmful noise emissions, or excessive water consumption. We strive to ensure that all our operations are environmentally responsible.

**8. Unlawful Eviction and Unauthorized Appropriation of Land, Forest, or Water:**

We reject any practices that involve the unlawful eviction or appropriation of land, forests, or water. Arkan Graphics operates with respect for the rights of local communities and indigenous peoples and seeks to avoid negative impacts on their livelihoods.

**9. Private or Public Security Forces:**

Arkan Graphics does not hire or use private or public security forces that may cause harm or interference in its operations. We ensure that any security personnel are well-trained and operate within the boundaries of the law.

**10. Protection of Legally Established Rights and Positions:**

Arkan Graphics is committed to protecting the rights and positions of individuals who are legally entitled to them, whether those rights are civil, social, or economic.

**11. Compliance with the Minamata Convention on Mercury:**

Arkan Graphics is fully committed to complying with the Minamata Convention concerning mercury use, production, and disposal. We have policies in place to prevent the release of mercury into the environment.

**12. Compliance with the Stockholm Convention on Persistent Organic Pollutants (POPs):**

We comply with the Stockholm Convention regarding the production and use of persistent organic pollutants. Arkan Graphics seeks to minimize and eliminate the use of such chemicals in our operations.

**13. Compliance with the Basel Convention on Hazardous Waste:**

Arkan Graphics is committed to responsible handling, exporting, and importing of hazardous waste in accordance with the Basel Convention. We ensure that all hazardous waste is managed in a way that protects human health and the environment.



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## **Compliance with Human Rights in the UAE:**

Arkan Graphics acknowledges the importance of adhering to the human rights frameworks and standards in place in the United Arab Emirates (UAE). As part of our commitment to human rights, we ensure that our operations and business practices comply with both local and international human rights regulations. These include:

### **1. UAE Federal Law on Labour Rights:**

We comply with the UAE's Federal Labour Law, which provides protections for employees' rights in the workplace, including provisions for fair wages, working hours, safety, and the prohibition of child labour and forced labour.

### **2. UAE Anti-Discrimination Law:**

Arkan Graphics is committed to non-discrimination and promoting diversity in line with the UAE's laws prohibiting discrimination based on race, colour, gender, religion, or disability. We foster an inclusive work environment where all employees are treated with dignity and respect.

### **3. UAE's Commitment to International Human Rights Standards:**

The UAE is a signatory to various international human rights agreements and conventions, including the United Nations Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights (ICCPR). Arkan Graphics aligns its policies and practices to reflect these commitments to global human rights standards.

### **4. UAE's National Human Rights Agenda:**

The UAE has adopted a national strategy to enhance human rights protection, focusing on issues such as labour rights, gender equality, child protection, and the rights of persons with disabilities. Arkan Graphics supports this agenda and implements practices that contribute to advancing human rights in the UAE.

### **5. Protection of Workers' Rights:**

In accordance with UAE law, we ensure that all workers are treated fairly, with respect for their dignity and rights. This includes providing a safe working environment, timely payments, and equal treatment for all employees, as well as addressing grievances through transparent and efficient channels.



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### **Policy Enforcement:**

Arkan Graphics requires that all employees, contractors, and partners comply with this human rights policy. We expect our suppliers and business partners to adhere to the same standards of respect for human rights and ethical practices.

### **Continuous Improvement:**

We are committed to continuously reviewing and improving our human rights practices in line with evolving international standards and regulations. Regular audits and assessments will be conducted to ensure compliance with this policy.

### **Conclusion:**

At Arkan Graphics, we strive to contribute positively to the welfare of our employees, partners, and the communities we serve. Our human rights policy ensures that our business practices align with universal standards of human dignity and equality, both globally and within the UAE.