

HUMAN RIGHTS POLICY

1.0 INTRODUCTION

Bee Lighting is committed to respecting the human rights and dignity of individuals within our operations, supply chain, and communities where we do business.

Modern Slavery

Bee Lighting is strictly against the use of modern slavery and human trafficking in our organisation and supply chain. We expect our suppliers to show the same level of commitment against modern slavery and human trafficking.

- 2.0** Modern Slavery can take various forms, such as, servitude, forced or compulsory labour and human trafficking. The Company has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity and transparency in all of our business dealings and relationships.

In meeting with our obligations under the Modern Slavery Act 2015 the company offers the following statement as our contribution in the prevention of modern slavery.

- All employees treat people with respect and dignity.
- The organisation is committed to a workplace free of harassment and discrimination as laid out in BDP-4.
- The organisation prohibits forced bonded, trafficked and child labor.
- The organisation provides fair wages and benefits.
- The organisation acknowledges the freedom of workers to associate with a labour union, and to collectively bargain when represented by a legally recognised labour union.
- The organisation is committed to identify and respond to concerns.
- The organisation expects our suppliers to respect human rights in a manner consistent with this policy within their operations and supply chains.
- The organisation is entitled to employ a person between the ages of 14 ~ 18 for the purpose of work or work experience. A risk assessment will be carried out for all young workers. The organisation will honour young workers' rights as set out in the Health and Safety Policy BDP-3.
- The organisation encourages any employee to raise any concerns without any adverse consequences.