

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.

2.0 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.

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 as laid out in BDP-13 (Grievance) and BDP-27(Whistleblowing).

3.0 Ethical Labour

Bee Lighting is committed to upholding the highest standards of ethical labour practices across all operations. We promote fair treatment, voluntary employment, and a safe working environment where all individuals are valued and supported.

We ensure that employment practices are based on mutual respect, transparency, and equality of opportunity. Bee Lighting also expects that our suppliers and partners uphold equivalent ethical labour standards, promoting integrity and responsible employment throughout our supply chain.

4.0 Working Conditions

Bee Lighting is committed to providing safe and fair working conditions for all employees. We ensure compliance with applicable Health and Safety Legislation and continuously strive to maintain a work environment that promotes well-being and prevents injury or illness.

We also expect our suppliers and business partners to uphold equivalent standards of working conditions within their own operations and supply chains.

5.0 Monitoring, Review and Effectiveness

Bee Lighting will carry out reviews annually to monitor the effectiveness of this Human Rights Policy to ensure ongoing compliance with legal requirements and alignment with our ethical commitments listed above.

HR and Senior Management will oversee the monitoring process, which may include methods such as periodic assessments of workplace practices, supplier compliance, and employee feedback. Any areas identified for improvement will be addressed promptly through appropriate corrective actions.