

Penta Consulting Human Rights Policy

Version	Date	Change
1	07/02/2024	Human Rights Policy
2	01/07/2025	Addition of Guiding Principles

Purpose

Penta Consulting Limited and its wholly owned subsidiaries and affiliates (“Penta”), is committed to promoting and protecting human rights in all aspects of our business operations. We believe that every individual has the right to be treated with dignity and respect, and we are committed to ensuring that our recruitment practices reflect this belief. This policy outlines our approach to upholding internationally recognised human rights standards and ensuring ethical conduct across our organisation.

Scope

This policy applies to all employees, workers, suppliers, and business partners of Penta, regardless of location.

Guiding Principles

Our Human Rights Policy is guided by:

- 🔗 The Universal Declaration of Human Rights
- 🔗 The UN Guiding Principles on Business and Human Rights
- 🔗 The International Labour Organization (ILO) Core Conventions
- 🔗 The OECD Guidelines for Multinational Enterprises

Our Commitments

Our Human Rights Policy is based on the following principles:

- 🔗 We will not discriminate against any individual based on race, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other legally protected status.
- 🔗 We will provide equal employment opportunities to all individuals, regardless of their race, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other legally protected status.
- 🔗 All individuals will be evaluated based on their qualifications, skills, and experience relevant to the job requirements
- 🔗 We will provide reasonable accommodations to individuals with disabilities, in accordance with applicable law.
- 🔗 We will maintain a work environment that is free from harassment, intimidation, and discrimination. Harassment, bullying, and any form of mistreatment will not be tolerated.
- 🔗 We will comply with all applicable laws and regulations governing human rights in the countries where we operate.



- We will regularly review and update our Human Rights Policy as necessary to ensure that it still is relevant and reflects evolving standards and practices.

We are committed to upholding these principles in all aspects of our business operations, and we expect all our employees and business partners to share in this commitment.

If you have any questions or concerns about our Human Rights Policy, please do not hesitate to contact Penta.

The Board of Directors gives complete approval and commitment to this policy.