

Human and Labour Rights Policy

1. Policy Statement

Elite Dynamics Ltd is committed to respecting and promoting human rights and labour rights across our operations and supply chain. We recognise our responsibility to operate ethically, treat people with dignity and respect, and prevent any form of human rights abuse connected to our business activities.

This policy forms part of Elite Dynamics' wider Environmental, Social and Governance (ESG) framework and reflects our company values of integrity, accountability, and respect for people.

2. Scope

This policy applies to:

- All employees of Elite Dynamics Ltd
- Contractors, temporary workers, and consultants
- Suppliers, partners, and other third parties providing goods or services to Elite Dynamics

3. International Standards

Elite Dynamics is committed to respecting all internationally-recognised human and labour rights, including:

- The **International Bill of Human Rights**, comprising:
 - The Universal Declaration of Human Rights (UDHR)
 - The International Covenant on Civil and Political Rights
 - The International Covenant on Economic, Social and Cultural Rights
- The **International Labour Organization (ILO) Fundamental Conventions**, including rights relating to:
 - Freedom of association and the right to collective bargaining
 - Elimination of forced or compulsory labour
 - Abolition of child labour
 - Elimination of discrimination in respect of employment and occupation

4. Expectations of Employees and Suppliers

Elite Dynamics expects all employees and suppliers to:

- Treat all individuals with dignity, fairness, and respect
- Comply with applicable employment, labour, and human rights laws
- Avoid any form of discrimination, harassment, or abuse
- Conduct business ethically and transparently
- Prevent and report any actual or suspected human rights or labour rights violations

Suppliers are expected to apply these principles within their own operations and, where relevant, within their supply chains.

5. Modern Slavery, Child Labour and Human Trafficking

Elite Dynamics has a **zero-tolerance approach** to:

- Modern slavery
- Forced or compulsory labour
- Child labour
- Human trafficking

We will not knowingly engage with suppliers or partners who participate in, support, or benefit from such practices. Where risks are identified, we will take appropriate action, which may include remediation, suspension, or termination of business relationships.

6. Communication and Awareness

This policy is:

- Communicated to all employees through internal policies and onboarding processes
- Made available to suppliers and business partners as part of contractual and onboarding arrangements
- Supported by related policies, including the Code of Conduct and whistleblowing arrangements

7. Escalation and Reporting

Any employee, supplier, or stakeholder who becomes aware of a potential or actual human or labour rights violation is encouraged to raise concerns promptly.

Concerns may be reported through:

- Line management
- The HR function
- Existing whistleblowing or confidential reporting channels

Reports will be handled confidentially, investigated appropriately, and addressed without retaliation against individuals who raise concerns in good faith.

8. Governance and Review

Senior management is responsible for oversight of this policy and its implementation. The policy will be reviewed periodically to ensure continued alignment with legal requirements, international standards, and best practice.

Approved by:

Phil Norton, CFO

Review Cycle: Periodic / at least every two years

Last Review: 2026