



# **Human Rights Policy**

## 1. Purpose

At Dorsch Global, through our people and business partners, we are steadfast in our commitment to fostering a culture that both respects and advocates for human rights across all areas of our global operations. Our Human Rights Policy, underpinned by our core values, embodies this dedication, ensuring that we respect and uphold the dignity and rights of all individuals, including our employees, business partners, and the communities we serve. Recognising that the respect for human rights is not merely an ethical imperative but also a cornerstone of sustainable business, we are dedicated to integrating these principles into our everyday decision-making.

This Policy establishes the Human Rights commitment within Dorsch Global GmbH (Dorsch Global) and the Entities belonging to Dorsch Global in line with relevant jurisdictional legislation, as well as international standards and conventions. It also provides guidance related to the principles of our governance and implementation of the Policy and provides the framework for how we identify, prevent, address and mitigate identified business risks and impacts while embracing human rights for all.

## 2. Scope

This Policy is valid for all employees and business partners of Dorsch Global (defined as the entirety of the Entities of which Dorsch Global GmbH directly or indirectly holds all or the majority of the shares or voting rights) and spans our global operations, client projects as well as our value chain.

## 3. Statement

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Dorsch Global is dedicated to respect and uphold the values of the International Bill of Human Rights and the International Labour Organization's (ILO) eight Core Labour Rights Conventions. Additionally, we are committed to follow the principles outlined by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

In the event there is a contradiction between local laws and international standards, Dorsch Global will comply with the highest standard.

### 3.1. Our Commitment

In committing to respect key international human rights standards and conventions including The International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work we will:

- recognise employees right to freedom of association and collective bargaining, whether by membership of unions or other worker related groups in an environment of zero retaliation or discrimination,
- prohibit all forms of forced, bonded, or indentured labor and not employing individuals under the legal working age in operational jurisdictions,
- provide all people in our own workforce with a safe and healthy work environment, by implementing safety protocols, providing appropriate training, and ensuring compliance with occupational health and safety regulations,
- provide fair and equitable wage and welfare protection while promoting gender equality, that meets or exceeds local living wage standards and adheres to all applicable labor laws regarding working hours, rest periods, and overtime pay while discouraging excessive work hours,
- promote diversity inclusiveness within our organisation in a non-discriminatory environment, in relation to our hiring, training, promotions, and all workplace activities. No employee, business partner, or contractor shall be discriminated against on the basis of ethnicity, color, religion, sex or gender, age, sexual orientation, disability, citizenship, genetic information, gender identify, gender expression, pregnancy, marital or familial status, or any other protected characteristic,

- provide workplaces that are free from violence, discrimination, and harassment,
- provide grievance mechanism via an independent Dorsch Integrity Line for any stakeholder to anonymously report a human rights non-compliance matter or issue and ensure a non-retaliatory environment within which they may do this.

### 3.2. Our Actions

In recognising our Corporate Responsibility in relation to all human rights matters, and as part of our human rights due diligence, we continuously seek to identify and prevent actual or potential human rights violations that we may be directly or indirectly involved in as a result of our business operations and relations. To meet these obligations, we will:

- through our Dorsch Global Code of Conduct employee training, provide advice and guidelines in how to maintain workplaces that meet lawful minimum standards of human rights, so ensuring that Dorsch Global employees understand what our human rights responsibilities are and how human rights issues can impact our business in both positive and negative ways,
- through the Dorsch Global Business Partner Code of Conduct, expect our business partners to share our commitment by implementing ongoing human rights due diligence processes aimed at preventing, mitigating, and addressing any negative impacts that may result from their operations or those of their partners,
- have business partners formally accept the Dorsch Global Business Partner Code of Conduct that extends our human rights expectations throughout our value chain,
- implement business partner due diligence checks prior to any engagement in line with the Dorsch Global Business Partner Compliance Due Diligence Policy and Protocol,
- remedy any adverse human rights impacts which are directly linked to our operations, including collaboration with our business partners and remedial mechanisms available within their organisations.

### 3.3. Our Objective

Our primary objective is to have an enduring environment of zero human rights violations.

Any reported violations will be handled confidentially by the most appropriate Senior Manager within Dorsch Global in consultation, where necessary, with Dorsch Global Executive Board.

Dorsch Global will investigate every indication of misconduct, taking into account the principle of proportionality. Each individual report will be reviewed and according to the result, a plausible decision will be made as to which consequences are suitable, required, and adequate.

We do not tolerate intimidation or retaliation against anyone who raises a concern, makes a report, or cooperates in an investigation. Reports made dishonestly, in bad faith, or abusively are not permitted.


## 4. Communication

This Policy will be reviewed annually to ensure it meets the needs of Dorsch Global and will be made publicly available as well as to all employees working for Entities belonging to Dorsch Global.

For and on behalf of Dorsch Global Executive Board:



Ayman Haikal  
CEO



Tanja Baur  
COO



Jon Grady  
CFO

Dorsch Global GmbH  
Frankfurt Airport Center 1,  
Hugo-Eckener-Ring,  
60549 Frankfurt am Main  
Germany

Approval Status: Approved  
Approval Date: 19 Dec. 2024  
Version: 1.0  
Owner: Dorsch Global Head of Human Resources  
Document Number: DG\_POL\_HR\_001\_Human Rights  
Document Type: Global Policy, Public