



GreenOx Oils Private Limited

Human Rights and Working Conditions Policy

Purpose:

GreenOx Oils Private Limited is committed to upholding the highest standards of human rights and ensuring that all employees and stakeholders work in a safe, fair, and inclusive environment. This policy sets forth our principles regarding human rights, working conditions, and ethical business practices.

Child Labour and Young Workers

Prohibition of Child Labour:

GreenOx strictly prohibits the use of child labour in any part of our operations. We comply with all applicable laws concerning the minimum age for employment, and no individual under the age of 18 will be employed in hazardous work.

Protection of Young Workers:

Workers under the age of 18 may only be employed in non-hazardous roles, and their working hours will not interfere with their education or well-being.

Wages and Benefits

Fair Compensation:

We are committed to providing fair wages that meet or exceed local minimum wage laws. Employees are paid in a timely manner for all work performed.

Benefits:

In addition to wages, GreenOx offers a range of benefits such as health insurance, paid leave, and retirement plans, ensuring the well-being of all employees.

Working Hours

Compliance with Laws:

GreenOx complies with all national and local laws regarding working hours, including overtime. Employees will not be required to work more than the legal maximum hours.

Rest and Leisure:

Employees are entitled to reasonable rest breaks, days off, and paid holidays, ensuring a proper work-life balance.

Modern Slavery and Human Trafficking

Prohibition of Modern Slavery:

GreenOx opposes all forms of modern slavery, including slavery, servitude, forced or compulsory labour, and human trafficking. We are committed to preventing these practices within our operations and supply chains.



Voluntary Employment:

All employment at GreenOx is voluntary. We do not use forced labour, and employees are free to terminate their employment with reasonable notice.

Ethical Recruiting

Fair Hiring Practices:

GreenOx ensures ethical recruitment processes, free from exploitation. Recruitment agencies are required to follow the same ethical guidelines, and no fees will be charged to candidates during the hiring process.

Transparency:

Terms of employment, including wages, working conditions, and job expectations, are communicated clearly before any offer is accepted.

Freedom of Association and Collective Bargaining

Right to Organize:

GreenOx respects the rights of employees to form and join trade unions or other worker organizations of their choice and to bargain collectively without fear of retaliation.

Cooperation with Unions:

We engage in good-faith negotiations with employee representatives and unions, respecting collective bargaining agreements and the principles of mutual respect.

Non-Discrimination and Harassment

Zero Tolerance for Discrimination:

GreenOx is committed to providing an environment free from discrimination and harassment. Employment decisions are based solely on merit, qualifications, and performance, regardless of race, gender, ethnicity, religion, age, disability, or any other protected characteristic.

Harassment-Free Workplace:

We maintain a zero-tolerance policy towards harassment, including sexual harassment, verbal abuse, or any form of intimidation.

Women's Rights

Gender Equality:

GreenOx promotes gender equality across all levels of the organization. Women are provided equal opportunities in hiring, promotion, and leadership roles.

Protection of Rights:

Policies are in place to protect women's rights in the workplace, including maternity leave, equal pay for equal work, and safeguards against gender-based violence or harassment.

Diversity, Equity, and Inclusion (DEI)

Commitment to Diversity:

GreenOx values diversity in the workplace and strives to create an inclusive environment where all individuals are treated with respect and dignity.

Equal Opportunities:

We provide equal opportunities for all employees and do not tolerate any form of discrimination based on race, gender, age, religion, sexual orientation, or disability.

Rights of Minorities and Indigenous Peoples

Respect for Cultural Identity:

GreenOx respects the rights of minorities and indigenous peoples. We ensure that their cultural heritage, customs, and traditions are respected, particularly when operating in or near indigenous territories.

Fair Treatment:

Minorities and indigenous peoples have the same access to employment, benefits, and opportunities within GreenOx, and their land and resource rights are protected.

Land, Forest, and Water Rights and Forced Eviction

Respect for Land and Resources:

GreenOx is committed to respecting the land, forest, and water rights of local communities. We engage in responsible land use practices, and we do not contribute to forced evictions.

Free, Prior, and Informed Consent (FPIC):

We respect the principle of FPIC when engaging with local communities about land use, ensuring their rights and preferences are prioritized.

Use of Private or Public Security Forces

Prohibition of Abusive Practices:

GreenOx ensures that any security personnel (private or public) employed at our facilities operate in compliance with human rights standards. We do not tolerate any form of abuse or excessive force by security forces.

Training and Accountability:

Security forces are trained on human rights and are required to adhere to strict ethical guidelines. Any violations will result in immediate corrective action and accountability.

Monitoring and Enforcement

Oversight and Monitoring:

GreenOx regularly monitors compliance with this policy through internal audits and external assessments to ensure adherence to human rights standards.

Grievance Mechanism:

Employees, contractors, and stakeholders are encouraged to report any violations of this policy through GreenOx's established grievance mechanism. Complaints will be treated with confidentiality and handled promptly.

Continuous Improvement

GreenOx is committed to the ongoing improvement of our human rights and working conditions practices. We will continuously assess and revise our policies to ensure alignment with international human rights standards and best practices.

Conclusion

This policy underscores GreenOx's commitment to promoting human rights and maintaining fair, safe, and respectful working conditions for all employees and stakeholders. We will continue to act responsibly and ethically in all aspects of our business.