



PUSHPAM BV Human Rights and Social Policy

PUSHPAM BV works to ensure that fundamental human rights and the dignity of the individual are respected at all times. We therefore comply with and respect all internationally recognised international rights as per the UN Guiding Principles on Business and Human Rights.

PUSHPAM BV complies with the United Nations Universal Declaration of Human Rights and ensures that all personnel are made aware of the Declaration.

PUSHPAM BV is aware of International Labour Organisation Conventions 138 and 146 and complies with all relevant Belgian legislation on Social Performance including but not restricted to:

- Child labour;
- Forced labour;
- Freedom of association and collective bargaining;
- Anti-discrimination;
- Health & safety;
- Discipline & grievance procedures;
- Hours of work;
- Remuneration, and
- General employment terms.

We will provide training to all our personnel in matters relating to this policy.

Antwerp, March 15th 2023

Shailesh D. Shah, Managing Director
PUSHPAM BV