

Human Rights Policy

1. Purpose

Agile Global Solutions (AGS) is committed to upholding and promoting fundamental human rights in all aspects of our operations, partnerships, and business relationships. This policy outlines our principles, expectations, and responsibilities to ensure that every individual we engage with is treated with dignity, fairness, and respect.

2. Scope

This policy applies to:

- All AGS employees, contractors, and temporary workers
- All applicants for employment
- All vendors, suppliers, and business partners
- All activities conducted at AGS offices, client sites, remote work environments, and any work-related setting

3. Policy Statement

AGS supports and aligns with internationally recognized human rights frameworks, including:

- The **Universal Declaration of Human Rights**
- The **UN Guiding Principles on Business and Human Rights**
- The **International Labour Organization (ILO) Core Conventions**

We are committed to ensuring that our business practices do not contribute to human rights abuses and that we actively promote ethical, responsible, and inclusive conduct.

4. Core Principles

4.1 Non-Discrimination & Equal Opportunity

AGS prohibits discrimination based on:

- Race, color, or ethnicity
- National origin
- Gender identity or expression
- Sexual orientation

- Religion or belief
- Age
- Disability
- Veteran status
- Any other characteristic protected by law

Employment decisions are based solely on qualifications, merit, and business needs.

4.2 Safe & Healthy Working Conditions

We strive to provide:

- A safe, clean, and healthy work environment
- Protection from harassment, abuse, or intimidation
- Reasonable accommodations for individuals with disabilities

4.3 Freedom of Association

AGS respects employees' rights to:

- Form or join associations
- Engage in collective bargaining
- Choose not to participate in such activities

4.4 Fair Labor Practices

AGS strictly prohibits:

- Forced labor
- Human trafficking
- Child labor
- Exploitative working conditions

We ensure fair wages, lawful working hours, and transparent employment terms.

4.5 Privacy & Data Protection

We respect the privacy of employees, clients, and partners by:

- Collecting only necessary personal information

- Protecting data through secure systems and processes
- Using information responsibly and lawfully

4.6 Ethical Business Conduct

AGS expects all employees and partners to:

- Act with integrity
- Avoid corruption, bribery, or unethical influence
- Report concerns without fear of retaliation

5. Responsibilities

5.1 Employees

- Uphold AGS's human rights commitments
- Report concerns or violations promptly
- Treat colleagues, clients, and partners with respect

5.2 Managers & Leaders

- Model ethical behavior
- Ensure teams understand and follow this policy
- Respond promptly to concerns

5.3 Suppliers & Partners

AGS expects all third parties to:

- Comply with this policy
- Maintain ethical labor and human rights practices
- Cooperate with audits or assessments when required

6. Reporting & Grievance Mechanisms

Individuals may report concerns through:

- Direct supervisors
- Human Resources
- Executive leadership

- Anonymous reporting channels (if available)

All reports will be reviewed promptly, confidentially, and without retaliation.

7. Monitoring & Continuous Improvement

AGS will:

- Periodically review this policy
- Assess human rights risks in our operations and supply chain
- Strengthen practices through training, audits, and stakeholder engagement

8. Policy Acknowledgment

All employees and relevant partners must review and acknowledge this policy upon onboarding and annually thereafter.