

# Labor and Human Rights Policy

IvyGreen Solutions is committed to running its business in a way that protects the health, safety, and welfare of our employees and communities impacted by our activities. We strive to promote labor and human rights based on the **UN Guiding Principles on Business and Human Rights** ([Link](#)).

## Scope and Objectives

This policy applies to all employees, contractors, consultants, and partners of IvyGreen Solutions, ensuring respect for labor and human rights in line with international standards and local laws.

Our identified SOCIAL materiality topics are:

- **(A) Employee well-being and work-life balance:**  
Ensuring a supportive and flexible work environment.
- **(B) Diversity, Equity, and Inclusion (DEI):**  
Promoting an inclusive workplace where diversity is valued, and discrimination is eliminated.
- **(C) Training and career development:**  
Offering employees opportunities to improve their skills and grow in their roles.
- **(D) Human rights protections:**  
Preventing child labor, forced labor, and human trafficking within our business operations.

## Goals and Targets

We have established the following SMART targets to drive accountability and measurable improvement in our labor and human rights commitments:

Specific	Measurable	Achievable	Relevant	Time-Bound
(A) Increase employee participation in flexible working arrangements.	Achieve <b>100%</b> participation in flexible work options by end of 2024	Yes, this will be achieved by implementing clear remote work policies and providing the necessary tools for employees to work flexibly	This target aligns with our commitment to employee well-being and retention	By the end of 2024, 100% of employees should be participating in flexible working arrangements



(B) Increase the representation of different races, age groups, and genders across all employee levels	Ensure that <b>40%</b> of the overall workforce includes individuals from underrepresented races, age groups, and genders by the end of 2025	Yes, this can be achieved through targeted recruitment, inclusive hiring practices, and diversity training for recruitment teams	This aligns with the company's commitment to fostering an inclusive and diverse workplace environment	Achieve 40% workforce diversity across race, age, and gender by the end of 2025
(C) Expand training programs for employees	Increase the average number of training hours per employee by <b>15%</b> by the end of 2025 compared to 2023	Yes, this will be accomplished through a combination of internal training programs and external learning opportunities	This target supports the company's commitment to employee growth	Achieve the 15% increase in training hours by the end of 2025
(D) Strengthen human rights protections within the company's operations	Ensure that <b>100%</b> of employees are covered by human rights training and awareness programs by 2024	Yes, this will be achieved by implementing mandatory human rights training for all employees and establishing clear reporting mechanisms for any violations	This is critical for upholding the company's commitment to preventing child labor, forced labor, and human trafficking within its operations	Complete human rights training for all employees by the end of 2024

## Allocation of Responsibility

The HR and Compliance Teams at IvyGreen Solutions are responsible for implementing, monitoring, and regularly reviewing the labor and human rights policy. They will report progress directly to the Board of Directors, ensuring that best practices are applied, and any necessary actions are taken to uphold our commitments.

## Policy Review

This Labor and Human Rights Policy will be reviewed annually to ensure it remains effective and up to date with any changes in legislation, social expectations, or business practices.

## Compliance and Enforcement

Any violations of this policy will result in disciplinary action and, where applicable, legal consequences to ensure that labor and human rights standards are upheld.

This policy contributes to the following  
Sustainable Development Goals

