



SOCIAL ACCOUNTABILITY POLICY

- **Policy Statement:** The purpose of this policy is to affirm **Pentagrit** commitment to operating in a socially responsible manner. We pledge to conduct our business in a way that respects human rights, fosters sustainable development, ensures fair labor practices, and actively contributes to the welfare of the communities in which we operate. We strive to minimize our environmental impact and maintain transparent relationships with employees, customers, suppliers, and the wider community.
- **Child Labour:** Pentagrit since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.
- **Forced or Compulsory Labour:** Pentagrit does not engage or support the use of forced or compulsory labour. It promotes an environment for the workforce to work voluntarily, without any threat of punishment or retaliation.
- **Health and Safety:** Pentagrit is committed to providing a healthy and safe working environment for all personnel employed or contracted by Pentagrit.
- **Freedom of Association:** Pentagrit respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.
- **Non Discrimination:** In consonance with Code of Conduct, Pentagrit provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind. Pentagrit exercises positive discrimination in favour of socially disadvantaged communities, provided potential employees fulfil its merit based criteria.
- **Disciplinary Practices:** Pentagrit has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.

- **Security practices:** The security practices of Pentagrit are drafted to ensure due considerations of human rights under all circumstances.
- **Working Hours:** Pentagrit complies with applicable laws and industry standards on working hours.
- **Compensation Practices:** Pentagrit ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standards.
- **Supply Chain Practices:** Pentagrit promotes human rights practices in its supply chain through various engagement forums, training, surveys, third-party audits and by inclusion as a criterion in vendor registration process.
- **Management System:** The Company continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the system and processes.

Date: 11/12/2024

Scientific Director