

Ample Pro

Human Rights Policy

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1. Introduction

Ample Pro Inc. (“the Company”) is committed to respecting and promoting human rights in all aspects of its business operations. This Human Rights Policy outlines the Company’s commitment to uphold the highest standards of human rights in accordance with international principles, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organization’s (ILO) Fundamental Conventions. This policy applies to all employees, contractors, suppliers, and other stakeholders in all locations where the Company operates, including the United States and Dubai.

2. Scope and Applicability

This Human Rights Policy applies to:

- **All employees, officers, and directors** of Ample Pro Inc.
- **Contractors, suppliers, and business partners** involved in the Company’s operations.
- **Stakeholders and communities** affected by the Company’s business activities.

3. Core Human Rights Commitments

Ample Pro Inc. is committed to the following principles:

3.1 Respect for Human Dignity and Rights

The Company respects the inherent dignity and human rights of all individuals and recognizes its responsibility to avoid infringing on the rights of others. The Company is committed to operating in a manner that supports and respects human rights as defined by international standards.

3.2 Non-Discrimination and Equal Opportunity

The Company is committed to providing a work environment free from discrimination based on race, color, gender, sexual orientation, religion, age, disability, nationality, or any other characteristic protected by law. Equal opportunities in employment, training, and advancement are provided to all employees.

3.3 Fair Labor Practices

The Company upholds fair labor practices, including:

- **Freedom of Association:** Respecting the rights of employees to join or refrain from joining labor unions or other worker organizations.

- **Prohibition of Forced Labor:** Ensuring that all work is conducted on a voluntary basis, with no use of forced or compulsory labor.
- **Prohibition of Child Labor:** Complying with the minimum age requirements for employment and prohibiting the use of child labor in any aspect of its business.

3.4 Safe and Healthy Working Conditions

The Company is committed to providing a safe and healthy working environment for all employees. This includes compliance with occupational health and safety standards, as well as proactive measures to prevent workplace injuries and illnesses.

3.5 Fair Wages and Working Hours

The Company ensures that all employees are compensated fairly, in line with local laws and regulations, including those in Dubai and the United States. Working hours are also regulated to comply with legal standards, and employees are provided with appropriate rest periods and time off.

3.6 Prohibition of Harassment and Abuse

The Company prohibits all forms of harassment, abuse, and violence in the workplace. This includes verbal, physical, sexual, and psychological harassment or abuse. The Company is committed to creating a work environment where all employees are treated with respect and dignity.

3.7 Environmental Responsibility

The Company recognizes the importance of environmental stewardship as a fundamental aspect of human rights. The Company is committed to minimizing its environmental impact through responsible resource use, waste management, and pollution prevention, particularly in operations involving gold trading.

3.8 Community Engagement and Development

The Company acknowledges its responsibility to the communities in which it operates. The Company engages with local communities to understand their needs and concerns, contributing to their social and economic development while respecting their rights and cultures.

4. Human Rights Due Diligence

The Company is committed to conducting human rights due diligence to identify, prevent, mitigate, and account for how it addresses its impacts on human rights. This includes:

- **Risk Assessments:** Regularly assessing potential human rights risks in its operations and supply chains.
- **Stakeholder Engagement:** Engaging with employees, suppliers, communities, and other stakeholders to understand their perspectives on human rights issues.
- **Remediation:** Providing effective remediation where the Company identifies that it has caused or contributed to adverse human rights impacts.

5. Implementation and Monitoring

To ensure the effective implementation of this Human Rights Policy, the Company will:

- **Training:** Provide training to employees and relevant stakeholders on human rights issues and this policy.
- **Monitoring and Audits:** Regularly monitor and audit compliance with this policy, including in its supply chain, and take corrective action where necessary.
- **Reporting:** Establish channels for reporting human rights concerns, including a whistleblower hotline, and ensure that all reports are investigated promptly and fairly.

6. Reporting and Accountability

The Company encourages all employees and stakeholders to report any concerns related to human rights violations through the established reporting mechanisms. The Company ensures that there will be no retaliation against individuals who report concerns in good faith. The Company is committed to transparency and will report on its human rights performance in its annual sustainability report.

7. Compliance with Local and International Laws

Ample Pro Inc. is committed to complying with all applicable local, national, and international laws related to human rights, including those in Dubai and the United States. Where there is a conflict between legal requirements and international human rights standards, the Company will seek to uphold the higher standard.

8. Continuous Improvement

The Company recognizes that the landscape of human rights is continually evolving. Therefore, it is committed to the continuous improvement of its Human Rights Policy and practices, including through regular reviews and updates of this policy.

9. Policy Review

This Human Rights Policy will be reviewed annually by the Company's management and updated as necessary to ensure its relevance and effectiveness in promoting and protecting human rights within the Company's operations and supply chain.

Ample Pro Inc. is committed to promoting human rights across all its operations, both in the United States and in Dubai. This policy reflects the Company's dedication to ethical business practices and its role in fostering a just and equitable society.