

# ICOSEAL (Pty) Ltd

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## Icoseal (Pty) Ltd Human Rights Policy Statement

At Icoseal (Pty) Ltd, we are committed to respecting and promoting the human rights of all our employees, stakeholders, and the communities in which we operate. We believe that all individuals deserve to be treated with dignity, fairness, and respect, and we are dedicated to conducting our business responsibly and ethically.

### Our commitments include:

- Upholding all applicable human rights laws and standards.
- Providing a safe, healthy, and inclusive workplace free from discrimination, harassment, and exploitation.
- Respecting the rights of indigenous peoples and local communities affected by our operations.
- Ensuring fair labour practices, including fair wages, reasonable working hours, and the prohibition of forced or child labour.
- Supporting diversity, equity, and inclusion across all levels of our organization.
- Engaging transparently with stakeholders and addressing any human rights impacts that may arise from our business activities.
- Continuously reviewing and improving our policies and practices to enhance human rights performance.

We expect our employees, partners, and suppliers to share this commitment and adhere to the principles outlined in this policy. Icoseal (Pty) Ltd is dedicated to fostering a culture of respect for human rights and making a positive contribution to society.

Thank you.

Yours faithfully,

Stephe Mokoena