

Form HUMAN RIGHTS POLICY



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Policy Statement on Human Rights

At Codexict Solutions, we are committed to upholding the principles enshrined in the Kenya Human Rights Act and other relevant international human rights standards. We recognize the fundamental importance of human rights in fostering a just, equitable, and sustainable society, and we are dedicated to integrating these principles into all aspects of our business operations.

1. Principles:

- i. **Non-Discrimination:** We are dedicated to fostering a workplace environment where all employees are treated with dignity and respect, regardless of their race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected by the Kenya Human Rights Act.
- ii. **Equal Opportunities:** We uphold the principle of equal opportunities and strive to ensure that all individuals have access to fair and equitable treatment in recruitment, hiring, promotion, training, and other employment-related matters, based solely on merit and qualifications.
- iii. **Labor Rights:** We adhere to the labor rights outlined in the Kenya Human Rights Act, including the right to fair wages, safe working conditions, reasonable working hours, and the right to freedom of association and collective bargaining.
- iv. **Child Labor and Forced Labor:** We oppose the use of child labor and forced labor in all forms, and we are committed to ensuring that our operations and supply chains are free from these abuses.
- v. **Freedom of Expression:** We support the right to freedom of expression for all individuals, both within our organization and in the broader community, while also recognizing the importance of responsible communication and respectful dialogue.
- vi. **Privacy:** We respect the privacy rights of our employees, customers, and other stakeholders, and we are committed to protecting their personal data in accordance with the Kenya Human Rights Act and other applicable laws and regulations.
- vii. **Community Engagement:** We engage with the communities in which we operate, seeking to understand their needs, concerns, and perspectives, and striving to contribute positively to their social and economic development in alignment with the principles of the Kenya Human Rights Act.

2. Implementation:

- i. **Policy Integration:** This policy will be integrated into our corporate governance structure, guiding decision-making processes and informing the development of policies, procedures, and practices throughout the organization.
- ii. **Training and Awareness:** We will provide training and awareness programs to ensure that all employees understand their rights and responsibilities under the Kenya Human Rights Act and are equipped with the knowledge and skills necessary to uphold human rights in the workplace.
- iii. **Monitoring and Reporting:** We will establish mechanisms for monitoring compliance with this policy, conducting regular assessments of our human rights performance, and addressing any

gaps or issues identified. We will also report transparently on our human rights performance, both internally and externally.

- iv. Stakeholder Engagement: We will engage with relevant stakeholders, including employees, customers, suppliers, government agencies, and civil society organizations, to solicit feedback, address grievances, and collaborate on initiatives to promote and protect human rights in Kenya.

3. Conclusion:

At Codexict Solutions, we are committed to being a responsible corporate citizen and contributing to the promotion and protection of human rights in Kenya. By upholding the principles outlined in the Kenya Human Rights Act and integrating them into our business operations, we strive to create a positive impact on society while also fostering a culture of integrity, inclusivity, and respect within our organization.

4. Review of Policy

This policy may be reviewed from time to time in line with the business needs and requirements.

Approver's Name: Maina John

Approver's Signature

