

HUMANS RIGHTS POLICY

The Management and Staff of **JK SCHELKIS GROUP** is committed to implement the **Humans Rights Policy** and we strive towards conducting all our business endeavours while maintaining all respect towards human rights.

- **JK SCHELKIS GROUP** acknowledges and respects the principles contained in the Universal Declaration of Human Rights.
- **JK SCHELKIS GROUP's Human Rights Policy** reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence.
- **JK SCHELKIS GROUP** demonstrates a global leadership in responsible workplace practices, and endeavours to conduct its business operations in a manner that is free from complicity in human rights abuses.
- **JK SCHELKIS GROUP'S** policies require that its business to be conducted with honesty and integrity, and in full compliance with all applicable laws.
- **JK SCHELKIS GROUP'S** policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct.
- **JK SCHELKIS GROUP** has clear accountability mechanisms in place to monitor and report on compliance with these directives.
- **JK SCHELKIS GROUP** condemns all forms of exploitation of children. The Company does not recruit child labour, and supports the elimination of exploitative child labour.
- **JK SCHELKIS GROUP** supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations.
- **JK SCHELKIS GROUP** further supports the elimination of all forms of forced, bonded or compulsory labour.
- **JK SCHELKIS GROUP** will also provide a safe and healthy working environment for all its associates.

Victor Nirmalan
Managing Director

Date 25th March 2026