



Labour Standards & Human Rights Policy

Policy Statement - IFIN Global Group is committed to upholding the highest standards of labor practices and human rights. We believe in treating all employees with respect and dignity, ensuring fair and ethical treatment in all aspects of employment.

1. Equal Employment Opportunity

- ✓ We provide equal employment opportunities for all, regardless of race, color, religion, gender, age, national origin, disability, or any other protected characteristic. Discrimination of any kind is strictly prohibited.

2. Non-Discrimination and Inclusion

- ✓ Our workplace promotes inclusivity and prohibits any form of discrimination or harassment. We strive to create an environment where everyone feels valued and respected.

3. Fair Wages and Compensation

- ✓ We ensure that all employees receive fair wages that comply with legal and industry standards. Compensation is regularly reviewed to maintain equity and fairness.

4. Working Hours and Overtime

- ✓ We comply with legal requirements regarding working hours and overtime. Employees are compensated fairly for any additional hours worked, and excessive working hours are discouraged to maintain work-life balance.

5. Health and Safety

- ✓ The health and safety of our employees are paramount. We provide a safe working environment and comply with all relevant health and safety regulations. Regular training and assessments are conducted to ensure compliance.



6. Freedom of Association

- ✓ Employees have the right to freely associate, form, and join labor unions or other organizations of their choice without fear of reprisal, intimidation, or harassment.

7. Child Labor

- ✓ We do not employ anyone under the age of 18 and strictly adhere to all laws and regulations regarding child labor. Our recruitment processes ensure the verification of the age of our employees.

8. Forced Labor and Human Trafficking

- ✓ We have a zero-tolerance policy towards forced labor and human trafficking. All employment is voluntary, and employees are free to leave their employment in accordance with the legal requirements.

9. Grievance Mechanism

- ✓ We have an accessible and transparent grievance mechanism in place. Employees can report any concerns or violations of labor standards and human rights without fear of retaliation.

10. Training and Awareness

- ✓ Regular training is provided to all employees on labor standards, human rights, and ethical practices. This ensures everyone is aware of their rights and responsibilities.

11. Continuous Improvement

- ✓ We are committed to continuously improving our labor standards and human rights practices. Regular reviews and audits are conducted to identify areas for improvement, and we welcome feedback from all employees to enhance our policies.

Contact Information - For any questions or concerns regarding this policy, please contact the HR department at info@ifinglobalgroup.com.