

HUMAN RIGHTS & SOCIAL POLICY

Preamble statement

Sonik is committed to develop an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

Indeed, Sonik seeks to identify; evaluate and manage human rights impacts within our spheres of activities in line with the following segments:

1. Employees

To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors, based on Sonik's human rights and social policies, and to monitor their performance where appropriate.

To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration whenever being necessary.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate.

To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have open dialogue with stakeholders and participate in community engagement activities.

To aim to ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights.

To seek to play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce high ethical standards for all businesses.

5. Human Rights Statement

Sonik is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights, and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is embedded in the Group's human rights and social policies. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in documents such as the Supplier Code of Conduct. Sonik reviews its performance in the annual HSE meeting for sake of improvement.

Sonik seeks to improve its performance on human right by referring to key documents as per issued by UN and relevant conventions as well as standards of local Labor Department.