Human Rights Policy

Date: 10.01.2024

Introduction

BUYNEXA INTERNATIONAL TRADING FZCO (hereafter referred to as the "Company") is committed to upholding and promoting human rights in all business operations. As a provider of purchasing services for oil and gas goods, BUYNEXA INTERNATIONAL TRADING FZCO recognizes its responsibility to respect and protect the human rights of its employees, business partners, and the communities in which it operates. This Human Rights Policy outlines the company's commitment to human rights and the principles guiding our actions.

Principles

Respect for Human Rights: BUYNEXA INTERNATIONAL TRADING FZCO is dedicated to respecting internationally recognized human rights outlined in the United Nations Universal Declaration of Human Rights and other relevant international conventions and guidelines.

Non-Discrimination: BUYNEXA INTERNATIONAL TRADING FZCO prohibits discrimination in all aspects of employment, including hiring, promotion, compensation, and termination, based on race, color, religion, gender, gender identity, age, disability, national origin, or any other legally protected status.

Labor Rights: BUYNEXA INTERNATIONAL TRADING FZCO is committed to upholding labor rights and ensuring fair and safe working conditions for its employees and contractors. We recognize and respect the rights of workers to join or not join labor unions and other employee organizations.

Ethical Sourcing: BUYNEXA INTERNATIONAL TRADING FZCO will only engage with suppliers and business partners committed to respecting human rights, ethical labor practices, and environmental sustainability.

Community Engagement: BUYNEXA INTERNATIONAL TRADING FZCO will engage with the communities in which we operate in a transparent and respectful manner, respecting their cultural heritage, and seeking to minimize any adverse impacts of our operations.

Implementation

To fulfill its commitment to human rights, BUYNEXA INTERNATIONAL TRADING FZCO will take the following steps:

Training and Awareness: BUYNEXA INTERNATIONAL TRADING FZCO will provide training and awareness programs to its employees and contractors to ensure they understand and adhere to the principles outlined in this policy.

Supplier Due Diligence: BUYNEXA INTERNATIONAL TRADING FZCO will conduct due diligence on its suppliers to ensure they comply with this policy and maintain ethical labor practices.

Grievance Mechanisms: BUYNEXA INTERNATIONAL TRADING FZCO will establish a grievance mechanism that allows employees, contractors, and other stakeholders to report any violations or concerns related to human rights.

Continuous Improvement: BUYNEXA INTERNATIONAL TRADING FZCO will regularly review and update its human rights policies and practices to ensure ongoing compliance and improvement.

Reporting: BUYNEXA INTERNATIONAL TRADING FZCO will report on its human rights efforts in its annual sustainability reports, sharing progress and challenges transparently.

Accountability

The company's commitment to human rights is a shared responsibility among all employees and contractors. Violations of this policy will be tak en seriously, and appropriate actions will be taken, including corrective measures, disciplinary actions, and, if necessary, termination of contracts or employment.

Conclusion

BUYNEXA INTERNATIONAL TRADING FZCO is dedicated to respecting and promoting human rights. We believe that by upholding these principles, we can contribute to a more just and equitable world while ensuring the success and sustainability of our business.

This Human Rights Policy is endorsed by the BUYNEXA INTERNATIONAL TRADING FZCO leadership team and is communicated to all employees, contractors, and business partners, who are expected to uphold these principles in their interactions with the Company and its stakeholders.