
Human Rights Policy

Purpose

Flashbay is committed to operate all of its activities within the spirit and letter of all laws affecting its business and staff members and strives to respect internationally recognised human rights. Flashbay supports the International Bill of Human Rights in all of its spheres of influence, as well as the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in particular freedom from forced labour, the abolition of child labour, freedom to associate and organise and the right to collective bargaining, and the elimination of discrimination in employment. We adhere strictly to our labour laws governing labour standards. Flashbay Ltd. believes that our core business contributes to the promotion of human rights by facilitating economic development.

Scope

This policy applies to employees, contractors and other business partners including supply chain and joint venture partners.

Measures

To implement and uphold this policy statement, we will be guided by the UN Guiding Principles on Business and Human Rights.

Our commitment to the realization of human rights is embedded in the Flashbay'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.

It is the responsibility of everyone working at Flashbay to ensure that standards of conduct are implemented and maintained, and to seek remedies when standards are violated using established channels.

Flashbay is focused on creating a shared-value approach with all our suppliers and are committed to work directly with them to improve the working conditions. Flashbay does not tolerate child labour or forced labour in our supply chain.

This policy statement will be publicly available, communicated effectively to all relevant parties and updated as necessary.