

# Siat Nigeria Ltd



## HUMAN RIGHT POLICY

It is our policy to support the rights of the individual employees. Siat Nigeria Ltd supports the 1948 United Nations Universal Declaration on Human Rights (UDHR). This policy also echoes national laws such the labour Act that Siat Nigeria Ltd fully supports as well as the ILO Core Conventions on labour Standards.

The UDHR contains a number of fundamental rights, which we aim to uphold in all circumstances, including:

- The right to just and favourable condition of work; the right to equal pay for equal work; the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity; the right to form and to join trade unions for the protection of his interests (Art. 23 UDHR).
- The right not to be discriminated (Art. 2 UDHR).
- Freedom from slavery and servitude (Art. 4 UDHR).
- Freedom from torture, cruel, inhuman or degrading treatment or punishment (Art. 5 UDHR).
- Freedom of opinion and expression (Art. 19 UDHR).

Siat Nigeria Ltd recognizes that we have direct responsibility for the impact of our activities on our employees, suppliers, customers and the communities in which we operate. We work to protect human rights in our own operations through our internal policies and procedures.

Siat Nigeria Ltd management will ensure that no conscious or unconscious violation of human rights occurs. If such was the case, Siat Nigeria Ltd Management will put all its efforts to bring back sanity in the situation at hand. Members who believe that they have suffered any form of violation to their human rights are entitled to raise the matter to their manager or to a member of Management team of their choice.

Felix Nwabuko

Managing Director

Date of approval: 26<sup>th</sup> May 2016

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