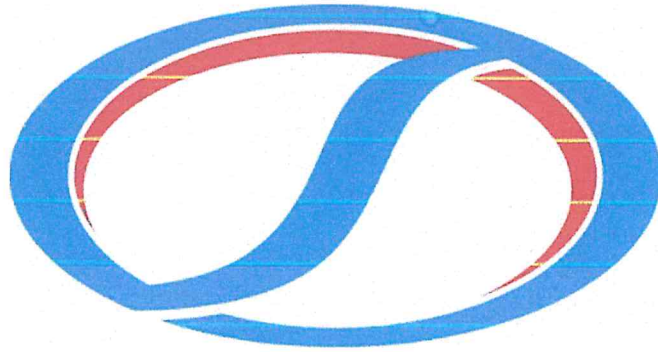




STANTECH MOTORS LIMITED

Human Rights statement

1. The scope of our human rights policy;

The scope of our human rights policy ranges from respecting, promoting and protection of the internationally proclaimed human rights to ensuring that the company is not complicit in human rights abuses. This includes but not limited to the right to life and the right to liberty and equality.

2. Issues on non-discrimination;

The company does recruitments and engagements fairly by giving equal opportunities to all without discrimination even to the vulnerable groups including people with disabilities (PWDs), sex, religion, race, women, older persons, pay structures, persons with HIV etc.

3. Issues on labor rights;

- i) Stantech Motors upholds and respects the right of all employees to freely and voluntarily establish and join groups for the promotion and defence of their occupational interests.
- ii) We have put into place non-discriminatory policies and procedures with respect to trade union organizations, union membership and activities in such areas as applications for employment and decisions on advancement, dismissal or transfer.
- iii) Our organization does not engage in any known form of forced or compulsory labor to which any particular person has not offered himself or herself voluntarily. This including but not limited to forced overtime, physical or psychological, deception or false promises about terms and types of work.
- iv) We have addressed and continues to address any issues or other needs of interests to workers including health and safety issues, grievance and dispute settlement procedures, community welfare etc.

- v) We have eliminated discrimination in respect of employment and occupation. Additionally, we have eliminated discrimination with respect to the terms and conditions of employment such as recruitment, remuneration, hours of work and rest, job assignments, performance assessment, training and opportunities, social security, health and safety etc.

4. Issues on child labor;

The organization has ensured effective abolition of child labour by;

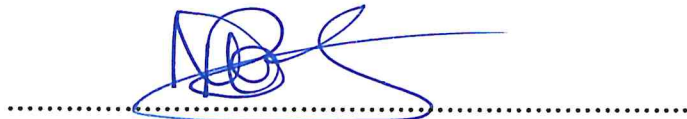
- i) Adhering to the minimum age provisions of national labour laws and regulations
- ii) Uses adequate and verifiable mechanisms e.g. appropriate documentations and records for age verification in recruitment procedures.
- iii) We have exercised our influence on subcontractors, suppliers and other business partners to combat child labour.
- iv) We have created awareness and understanding of causes and consequences of child labour both internally and externally

5. Training and capacity building;

The organization has an annual training and development calendar which incorporates all training needs. Besides this, the organization holds quarterly staff barazas where trainings and awareness forums have been done on human rights alongside other trainings. Additionally, we have created partnerships with other like-minded organizations (e.g. UN Global Compact Network Kenya) to push the human rights agenda.

6. How the policy supports employee leave and other benefits

As mentioned earlier, we have eliminated discrimination in respect of employment and occupation. Additionally, we have eliminated discrimination with respect to the terms and conditions of employment such as recruitment, remuneration, hours of work and rest, leave days, job assignments, performance assessment, training and opportunities, social security, health and safety etc.



Rosemary Mwambura
General Manager

Date: 05 / 03 / 2020