



# **Oasis Management Consultancy**

## **Human Rights Policy Ver. 1**

**Issued on: 24-Sep-2020**

**Issued by: Oasis Management Consultancy  
Approved by: Managing Director**

|                                   |          |
|-----------------------------------|----------|
| <b>Introduction</b>               | <b>3</b> |
| <b>Applicability</b>              | <b>3</b> |
| <b>Terms</b>                      | <b>3</b> |
| <b>Normative References</b>       | <b>3</b> |
| <b>Policy</b>                     | <b>4</b> |
| <b>Human Rights Priorities</b>    | <b>4</b> |
| <b>Assessing Risks and Impact</b> | <b>4</b> |
| <b>Policy Communication</b>       | <b>5</b> |
| <b>Monitoring and Reviewing</b>   | <b>5</b> |

## 1. Introduction

This Policy describes how Oasis Management Consultancy, 44 5 b Street, Building R163, Office 17, Dubai, UAE, (from here on referred to as: "Oasis Management Consultancy", "company", "we", "us") commits to fulfill its responsibilities towards universal human rights principles.

Promoting human rights and socially responsible business behaviour forms an integral part of our company strategy, culture and our day-to-day operations. We recognise the scale of challenges the world faces within the areas of human rights, labour, environment and anti-corruption.

We firmly believe that it is all of our responsibility to tackle these challenges, regardless of the size of the organisation. Implementing principles promoting human rights protection adds value to us as a business, and more importantly, positively impacts our global society as a whole.

## 2. Applicability

This Policy applies to all Oasis Management Consultancy staff, whether full time or part-time employees or contractors, including the company owners.

We expect everyone working on our behalf and those whom we do business with to act in a manner that is consistent with the universal human rights principles.

## 3. Terms

Nil.

## 4. Normative References

The following internationally recognised standards that have achieved broad international consensus as human rights baseline for all businesses, serve as an integral guidance for this Policy.

(Note, some links in the below section lead to external websites, not managed by us.)

- [The United Nations Universal Declaration for Human Rights](#)
- [The International Covenant on Civil and Political Rights](#)
- [The International Covenant on Economic Social and Cultural Rights](#)
- [The United Nations Global Compact - The 10 Principles](#)
- [UK Modern Slavery Act \(March 2015\)](#)

The following Oasis Management Consultancy company policies, along with our company values form an indispensable part of describing the company's ethical practices:

- Oasis Management Consultancy Code of Ethical and Professional Conduct

- Oasis Management Consultancy Anti-Bribery Policy
- Oasis Management Consultancy Equal Opportunities Policy

The above policies are accessible from the company website <https://omcdxb.com/governance>.

## 5. Policy

We recognise that we have a duty to ensure that we are not at risk violating human rights through the services we provide, the customers we work with, the suppliers that we use or through the treatment of our people who work for, or on behalf of us.

We encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment by the Company as a result of reporting in good faith their suspicion that human rights violations of whatever form, is or may be taking place in any part of the Company's business or its supply chains.

### 5.1. Human Rights Priorities

We respect all human rights principles and recognise that there are some human rights that are especially prominent in the sector which we operate, such as:

- Respecting our personnel's ability to agree to terms and conditions of employment voluntarily without coercion and to end their employment on appropriate notice freely
- Supporting the elimination of all forms of forced and compulsory labor and the effective abolition of child labor and human trafficking
- Complying with applicable laws regulating minimum working age for each individual's position, including any laws pertaining to the employment and internships
- Strictly prohibiting the use of forced labour and exploitative working conditions
- Protecting our current and prospective personnel from discrimination based on race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status
- Prohibiting workplace harassment of any kind, including verbal or physical conduct designed to threaten, intimidate or coerce an employee, co-worker, or any person working for or on behalf of the Company

### 5.2. Assessing Risks and Impact

We will actively assess our human rights risks and the impact of our business on human rights. We will do this by:

- Carrying out human rights due diligence as part of our supply chain selection processes to identify, prevent or mitigate actual and any potential human rights risks

- Monitoring risks relating to our business which could directly or indirectly contribute to the violation of human rights, including risks of us becoming complicit in violations by our partners, suppliers or customers
- Tracking our progress and reviewing changes on our human rights risks and impacts through appropriate metrics and systems
- Committing to take appropriate and immediate action in response to complaints or knowledge of violations of this policy

Where we may face conflicts between internationally recognised human rights and national laws, the company will follow processes that seek ways to honour the principles of international human rights.

## 6. Policy Communication

This policy shall be made publically available via the Company's website at <https://omcdxb.com>. Oasis Management Consultancy ensures to raise awareness and provide appropriate training of this Policy and best practices to our personnel and relevant stakeholders, particularly where there is a potential risk of breaches to this policy.

## 7. Monitoring and Reviewing

Oasis Management Consultancy Managing Director is responsible for monitoring the effectiveness of this policy and will review the implementation of it on a regular basis. This policy will be assessed for its suitability, adequacy, and effectiveness.

Internal control systems and procedures designed to prevent any breaches of this policy are in place and are subject to regular audits to ensure that they are effective in practice.

Any need for improvements will be applied without any undue delays. The parties we engage with, including employees, associates, customers and business partners are encouraged to offer feedback on this policy if they have any suggestions for how it may be improved. Feedback of this nature should be addressed to the company via the publicly available communication channels, available on the company website at: <https://omcdxb.com/contact-us>.

This policy does not form part of an employee's contract of employment and Oasis Management Consultancy may amend it at any time so as to improve its effectiveness.