



Industrial Welding and Mechanical Incorporated  
Human Rights Policy Statement

July 1, 2023

Version 1.0

Responsible Party: Paul Duncan, CEO

Responsible Party Email: [pduncan@iwmiva.com](mailto:pduncan@iwmiva.com)

## HUMAN RIGHTS POLICY STATEMENT

At Industrial Welding and Mechanical Incorporated (IW&MI), we are committed to upholding the fundamental principles of human rights and recognize their importance in creating a workplace characterized by dignity, equality, respect, and safety. We are committed to upholding internationally recognized standards and adhering to all local, state, and federal legislation regarding human rights.

We acknowledge the interconnectedness of our business with the broader community, and our dedication to human rights extends across all facets of our operations. We expect all employees, stakeholders, contractors, suppliers, consultants, volunteers, and customers to go above and beyond in their commitment to human rights protections.

By promoting an environment that encourages inclusion, ensures fair and transparent employment practices, and prioritizes the physical and mental well-being of our workforce, IW&MI aims to create a workplace where all of our employees feel empowered and valued and can thrive personally and professionally.

IW&MI is committed to:

- Recognizing its responsibility to workplace health and safety
- Fostering a safe and inclusive environment for all employees
- Upholding and exceeding all relevant guidelines and legislation related to human rights
- Prohibiting the use of forced labor and child labor
- Severing business relations with any organization that fails to uphold human rights standards
- Regularly reviewing and updating this document to ensure its ongoing effectiveness in reinforcing our commitment to human rights
- Training 100% of current employees on our human rights policy commitments by December 31, 2024
- Training all new employees on our human rights policy commitments upon hire

IW&MI's Human Rights Policy Statement is a living document and will be reviewed annually to ensure its continued relevance and effectiveness. Additional reviews may occur if there is a change in relevant laws or regulations that require an amendment to this policy. Employees will be notified and required to acknowledge through signature any changes to this policy.

Next review on 12/01/2024

DocuSigned by:

*Paul Duncan*

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Paul Duncan, CEO  
07/01/2023