



FUTURE OF TECHNOLOGY IS NOT ENVISIONED; IT'S ENGINEERED

VishTek Human Rights Policy Statement

Effective Date: 04/04/2021

1. Commitment to Human Rights

At Vishtek Consulting Services, LLC ("Vishtek"), we are committed to respecting and promoting human rights in all our business activities and relationships. Guided by the Universal Declaration of Human Rights, the International Labor Organization's Core Conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), we affirm our responsibility to respect human rights as an essential element of ethical and sustainable business.

We recognize that the right to be treated with dignity, fairness, and respect is fundamental—not only for our employees, clients, and partners, but also for the broader communities in which we operate.

2. Scope and Applicability

This Human Rights Policy applies to all Vishtek employees, officers, and directors, as well as to our contractors, suppliers, and business partners, regardless of geographic location or function. We expect our entire value chain to operate in alignment with the principles set forth in this statement.

3. Core Human Rights Principles

We uphold the following key human rights commitments:

a. Non-Discrimination and Equal Opportunity

We prohibit discrimination based on race, color, national origin, gender, gender identity, sexual orientation, religion, age, disability, veteran status, or any other status protected by law. We promote diversity, equity, inclusion, and belonging across our workforce and business practices.

b. Freedom of Association and Collective Bargaining

We respect the rights of employees to freely associate, join or not join labor unions, and collectively bargain in accordance with local laws and international standards.

c. Safe and Healthy Working Conditions

We are committed to maintaining a safe, secure, and healthy work environment. We comply with all applicable occupational health and safety regulations and proactively mitigate risks to ensure employee well-being.

d. Prohibition of Forced and Child Labor

We have zero tolerance for any form of forced, bonded, indentured, or child labor. We conduct due diligence to prevent these practices within our operations and supply chains.

e. Fair Wages and Working Hours

We ensure that employees are compensated fairly, in accordance with or exceeding the minimum wage and overtime laws of the countries in which we operate. Working hours shall not exceed legal limits, and we encourage a culture that supports work-life balance.

f. Right to Privacy and Data Protection

We are committed to protecting the privacy rights and personal data of employees, clients, and stakeholders, in compliance with all applicable laws and internal data governance policies.

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4. Implementation and Due Diligence

We embed human rights considerations into our enterprise risk management, procurement practices, and compliance frameworks. Key activities include:

- Conducting risk assessments to identify and address human rights risks in our operations and supply chains.
- Integrating human rights criteria in supplier and partner selection.
- Monitoring compliance through audits and self-assessments.
- Providing training to employees and management on human rights and ethical practices.

5. Grievance Mechanisms and Remediation

We are committed to providing accessible, transparent, and responsive grievance mechanisms for individuals or communities who believe their rights have been adversely impacted by our operations.

Concerns can be reported confidentially and without fear of retaliation via [designated reporting channel or ethics hotline/email].

Where we identify adverse human rights impacts that we have caused or contributed to, we are committed to providing or cooperating in legitimate remediation.

6. Governance and Accountability

Oversight of this policy is the responsibility of Vishtek's Executive Leadership and Compliance Office. Progress and performance on human rights matters are reviewed periodically and integrated into our broader ESG and risk governance frameworks.

7. Transparency and Continuous Improvement

We commit to ongoing evaluation of our human rights practices and to transparent communication with stakeholders. As global standards evolve, we will update this policy and strengthen our human rights programs to reflect best practices and lessons learned.