

## Human Rights Policy

Document Ref: LUM-L9-250701-POL-001

Effective Date: 1 July 2025

Prepared by: Luminex Solutions

---

### 1. Introduction

At Luminex Solutions, we are committed to respecting and promoting human rights in all aspects of our operations. We recognize our responsibility to avoid causing or contributing to adverse human rights impacts through our activities and business relationships, and to address such impacts when they occur.

This Human Rights Policy outlines our commitment, expectations, and approach to embedding respect for human rights into our business practices across Jordan, Syria, and Lebanon.

### 2. Our Commitment

Luminex Solutions is committed to upholding the United Nations Guiding Principles on Business and Human Rights (UNGPs), and aligning our practices with the following international standards:

- Universal Declaration of Human Rights (UDHR)
- International Labour Organization (ILO) Core Conventions
- International Covenant on Civil and Political Rights (ICCPR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)

### 3. Scope and Applicability

This policy applies to all Luminex Solutions personnel, including full-time and part-time employees, contractors, consultants, and field staff. It also extends to our suppliers, subcontractors, and business partners who we expect to uphold similar human rights standards.

### 4. Key Human Rights Principles

We commit to respecting the following rights and principles throughout our operations:

#### **4.1. Non-Discrimination and Equal Opportunity**

We prohibit all forms of discrimination based on race, ethnicity, gender, nationality, religion, disability, age, sexual orientation, political affiliation, or any other status protected under international law.

#### **4.2. Freedom of Association and Collective Bargaining**

We respect the right of workers to form and join trade unions and to bargain collectively, subject to local laws and contexts.

#### **4.3. Safe and Healthy Working Conditions**

We strive to ensure a safe, secure, and healthy working environment. This includes providing safety training, protective equipment, and supporting staff operating in high-risk or hostile environments.

#### **4.4. Forced Labour and Child Labour**

We reject the use of forced, bonded, or child labour in any part of our business. All labour must be freely chosen, and workers must be of legal working age as defined by national law and international standards.

#### **4.5. Fair Wages and Working Hours**

We uphold fair compensation practices and ensure that working hours comply with applicable laws and international norms.

#### **4.6. Right to Privacy and Dignity**

We respect the privacy and dignity of all individuals we interact with, including our employees, clients, and community members. Data is handled responsibly and securely.

#### **4.7. Security and Human Rights**

Given our work in the security, logistics, and risk management sectors, we commit to ensuring that our security operations are consistent with the Voluntary Principles on Security and Human Rights and relevant international humanitarian law.

### **5. Human Rights Due Diligence**

We are committed to a proactive and risk-based approach to human rights due diligence by:

- Identifying actual or potential human rights risks within our operations and value chains
- Preventing and mitigating adverse impacts through planning and policy
- Monitoring and evaluating our performance and effectiveness
- Remedying any human rights harm, we cause or contribute to

## **6. Grievance and Remedy Mechanisms**

We are establishing accessible and effective grievance mechanisms to allow employees, contractors, clients, and affected communities to raise concerns or report human rights abuses confidentially and without fear of retaliation. Where appropriate, we will cooperate in providing remedy or compensation.

Reports can be made via:

[ethics@luminex-solutions.com](mailto:ethics@luminex-solutions.com)

Direct reporting to our Human Rights Officer

## **7. Implementation and Accountability**

- **Leadership Oversight:** The Luminex Solutions Board and Executive Management Team are responsible for the implementation and oversight of this policy.
- **Contractor Compliance:** All vendors and subcontractors are contractually obliged to comply with this policy or demonstrate equivalent standards.
- **Monitoring and Review:** We will review and update this policy annually or as needed, based on emerging risks, stakeholder feedback, and changes in applicable law or international standards.

## **8. Transparency and Engagement**

We are committed to engaging with stakeholders, including affected communities, clients, and civil society, to better understand our human rights impacts. We also commit to publishing an annual human rights report summarizing our performance, challenges, and areas for improvement.

## **9. Contact and Reporting**

For inquiries or to raise concerns related to this policy, please contact:

Human Rights Officer

Luminex Solutions

[ethics@luminex-solutions.com](mailto:ethics@luminex-solutions.com)

Version Control

Effective Date: 01/07/2025

Next Review: 15/07/2026

Version: 1.0