



HUMAN RIGHTS POLICY

AKC International Solutions LTD

Abstract

The human rights policy sets out how the AKC Solutions respects human rights by having policies and processes in place to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts.



Governance

AKC International Solutions LTD Board of Directors are responsible for fostering a culture of integrity and respect for human rights, the Business Ethics Officer is the managing director and responsible for reporting all matters to the Board, as appropriate.

Ethical Recruitment

AKC International Solutions LTD is committed to ethical and legal recruitment of employees and contractors. This means that recruitment is free from discrimination based on age, gender, religion or ethnicity, involuntary labour, slavery, and trafficking. Our Internal Recruitment and Selection Policy and Contract and Permanent Recruitment Procedures detail the steps that AKC take seriously to hire someone purely ethically. We will never request payment or fees in order to allow someone to work for us in any capacity.

Employment

Employment contracts are transparent and agreed upon in writing prior to commencing work, in a language that is understood by the worker. Workers are free to refuse their contract; cancel and change their employment; and, where appropriate, return home travel at the end of their employment contract will be provided. AKC will never withhold access to passports and personal documentation or make unlawful wage deductions. Neither will we charge workers for employment or any service in relation to the execution of the employment.

Workers shall have freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, or well-being of the worker.

Working Conditions

AKC International Solutions LTD abides by all applicable laws and regulations regarding wages, work hours, and overtime. Workers are paid their agreed wages regularly and on time. Workers will receive all benefits to which they are entitled in accordance with contractual arrangements.

Non-Discrimination

AKC International Solutions LTD is an equal opportunity employer. We are committed to promote fair and equal treatment regardless of age, disability, gender reassignment, race, colour, nationality or religion.

The following forms of discrimination are prohibited under the AKC International Solutions LTD equal opportunity and are unlawful: direct discrimination, indirect discrimination, harassment, victimization, and disability discrimination.



Safe Working Environment

AKC International Solutions LTD is committed to provide a safe and fair workplace for all employees.

Grievance Mechanisms and Disciplinary Procedures

AKC International Solutions LTD is committed to act responsibly, openly and professionally with all genuine concerns about possible unacceptable business/personal conduct. All AKC International Solutions LTD employees (employed directly or indirectly) and associates are empowered to bring to the attention of management any issues or areas of concern.

Ali Abdulla . Managing director on behalf of the board. London 2022

A handwritten signature in black ink, consisting of stylized initials 'A' and 'A' followed by a long horizontal line that ends in an arrowhead.