



Human Rights Policy

QBA Third-Party Supplier Policy

1. Purpose and Scope

QBA is committed to upholding the human rights of workers and treating them with dignity and respect throughout its operations and supply chain. This Policy applies to all third-party suppliers and their subcontractors, agents, and labor providers, consistent with internationally recognized standards including the UN Guiding Principles on Business and Human Rights and core ILO conventions.

2. Applicability

The policy shall be applicable to all suppliers and vendors unless otherwise agreed.

3. Wages, Benefits, and Working Hours

Suppliers shall:

- Comply with all applicable wage laws, including minimum wage, timing of payment, and equal remuneration requirements, and provide all legally mandated benefits such as leave, social security, and insurance.
- Make wage deductions only in strict compliance with applicable law and never use wage deductions as a disciplinary measure.

4. Child Labor

Suppliers shall not employ, engage, or otherwise use child labor, consistent with the Convention on the Rights of the Child and the ILO Minimum Age Convention. “Child” refers to any person under the age of 18, under the age for completing compulsory education, or under the minimum legal employment age in the relevant country, whichever is greatest.

5. Human Rights, Non-Discrimination, and Harassment

Suppliers shall not tolerate harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, or mental, physical, or verbal coercion of workers, nor the threat of such treatment. Suppliers shall not discriminate in hiring or employment on the basis of any characteristic protected under applicable law, and shall maintain a written policy banning discrimination and harassment, with a grievance mechanism for affected employees.

6. Freedom of Association

Suppliers shall respect and recognize the rights of their employees to freely associate, organize, and bargain collectively, where lawful in the jurisdiction of operation.

7. Due Diligence and Supplier Obligations

Suppliers shall conduct appropriate due diligence within their own supply chains to identify, prevent, and mitigate human rights risks, including modern slavery and human trafficking, and shall communicate this Policy to their employees, subsidiaries, and subcontractors involved in providing goods or services to QBA.

8. Audits and Monitoring

QBA reserves the right to conduct human rights due diligence, including audits and worker interviews, with prior intimation, either directly or through a nominated third party. Suppliers shall cooperate with such audits and submit corrective action plans within agreed timelines where findings are identified.



9. Non-Compliance and Policy Review

Evidence of forced labor, child labor, or other serious human rights violations will result in immediate corrective action requirements and may lead to termination of the relationship and referral to relevant authorities. This Policy will be reviewed periodically and Suppliers will be notified of material changes.

Document Code	Version	Effective Date	Prepared By	Approved By
QBA-POL-HR-01	1.0	January 2026	HR Head	Global CEO