

COMPLIANCE POLICY



Human Rights Policy

Customs Clearance, Transit & Logistics — Ex-Grand Katanga, D.R. Congo

Document Title	Human Rights Policy
Document Owner	CORRIDEX SARL — Management
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Applies To	All employees, contractors, agents, and representatives of CORRIDEX SARL

1. Purpose and Commitment

CORRIDEX SARL respects the fundamental human rights of every person affected by its operations — employees, drivers, subcontractors, clients, and members of the communities along the corridors and at the border posts where the Company is active. This Policy is informed by the principles of the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, adapted to the realities of operating a customs, transit, and logistics business in the Democratic Republic of Congo and the wider Southern African region.

2. Labour Rights

2.1 No Forced or Compulsory Labour

CORRIDEX does not use forced, bonded, or compulsory labour in any form, and requires that subcontractors and transport partners working on its behalf do the same. Employment with CORRIDEX is always freely chosen, and employees are free to leave their employment upon reasonable notice.

2.2 No Child Labour

CORRIDEX does not employ children below the minimum legal working age in the Democratic Republic of Congo, and will not knowingly engage subcontractors or transporters who do. Drivers and warehouse personnel working on CORRIDEX shipments must meet the legal minimum age requirement for their role.

2.3 Fair Wages and Working Hours

- Employees are paid fairly and on time, in accordance with DRC labour law and at or above the applicable legal minimum wage.
- Working hours, including for drivers, respect legal limits and allow for adequate rest — particularly important given the fatigue risks inherent in long-distance road transport (see also the HSE Policy).
- Overtime, where required, is voluntary wherever possible and fairly compensated.

2.4 Freedom of Association

Employees are free to associate, organise, and engage in collective bargaining in accordance with DRC law, without fear of retaliation or discrimination.

2.5 Non-Discrimination

CORRIDEX does not discriminate in hiring, promotion, compensation, or any other aspect of employment on the basis of ethnicity, tribe, gender, religion, disability, age, or any other characteristic unrelated to a person's ability to perform their role. This applies equally across our offices in Lubumbashi, Kolwezi, and our teams at the border posts.

3. Safe and Dignified Working Conditions

Every person working for or on behalf of CORRIDEX is entitled to a safe working environment, free from harassment, abuse, or degrading treatment. This is set out in more operational detail in the Health, Safety and Environment Policy and the Code of Conduct, both of which apply alongside this Policy.

4. Respect for Communities

CORRIDEX’s operations — heavy vehicle movements, border crossing traffic, and warehouse activity — take place within and alongside local communities in Lubumbashi, Kolwezi, Likasi, Kasumbalesa, and Sakania. CORRIDEX is committed to conducting its operations in a manner that respects the rights, safety, and dignity of these communities.

- Drivers and personnel must treat community members, including at checkpoints and along transport routes, with respect at all times.
- CORRIDEX will take reasonable steps to manage the impact of its vehicle movements on community safety, particularly around schools, markets, and residential areas.
- Concerns or complaints raised by community members about CORRIDEX’s operations will be taken seriously and addressed (see also the Community / Social Policy).

5. Engagement with Authorities

CORRIDEX’s frequent interaction with customs, border, and security officials must always be conducted in a manner that respects the dignity and rights of all individuals involved, including drivers and personnel who may be in a position of relative vulnerability when dealing with officials at borders or checkpoints. Employees are entitled to be treated fairly and lawfully by officials, and any mistreatment, including demands for bribes, intimidation, or abuse, should be reported to management immediately (see also the Anti-Bribery and Anti-Corruption Policy).

6. Supply Chain and Subcontractor Expectations

CORRIDEX expects the transport subcontractors, agents, and partners it works with to uphold standards consistent with this Policy, including with respect to their own drivers and staff. Reasonable due diligence will be applied when selecting subcontractors, and any credible evidence of forced labour, child labour, or serious mistreatment of workers by a subcontractor will result in the termination of that relationship.

7. Reporting Concerns

HOW TO RAISE A CONCERN

Any employee, driver, subcontractor, or community member who believes their rights, or the rights of others, have been violated in connection with CORRIDEX’s operations should report this to management.

Reports can be made directly or, where preferred, confidentially.

No person will face retaliation for raising a genuine human rights concern in good faith.

8. Review

This Policy will be reviewed annually to ensure it remains consistent with applicable law and good practice as the Company’s operations grow.

Acknowledged by:

Name: _____ Signature: _____ Date: _____