



Human Rights Policy Statement

February 19, 2024

At Targray, we are committed to upholding and promoting human rights within our business activities and practices as well as throughout our global supply chain. We recognize the fundamental importance of respecting the dignity and well-being of all individuals involved in our operations, directly and indirectly. This Human Rights Policy Statement serves as a guiding framework for our company to ensure that our business activities contribute to the protection of human rights.

1. Respect for Human Dignity

We affirm our commitment to respecting the inherent dignity of every person. Our company is opposed to all forms of discrimination, harassment, or abuse within our business operations and our supply chain, and we strive to create an inclusive and supportive environment for all individuals, including our own employees.

2. Labour Standards

We adhere to internationally recognized labour standards, including the core conventions of the International Labour Organization (ILO). This includes the prohibition of forced labour, child labour, and any practices that infringe upon the freedom and rights of workers. We expect our suppliers and business partners to comply with these standards.

3. Working Conditions

We are dedicated to providing safe and healthy working conditions for our employees within our business operations and encourage continuous improvement in working conditions for all individuals within our supply chain. This encompasses fair wages, reasonable working hours, and the provision of appropriate safety measures.

4. Supply Chain Mapping

We are committed to greater transparency within our supply chain by actively engaging with our suppliers to document the source of products and trace the movement of goods we trade. We gather available information about our suppliers, their suppliers, the origin of the goods and the partners involved

within our supply chain to globally map our supply network. We encourage our suppliers to equally promote transparency within their supply chain.

5. Business Partners Assessment and Collaboration

We apply a risk-based approach in the assessment of our business partners to evaluate their compliance with our Business Partner Code of Conduct.

Collaborative efforts will be made to address any identified issues and we seek to build long-term partnerships based on shared values.

6. Continuous Improvement

We are committed to continuously raising awareness and promoting the respect for human rights within the supply chain. Regular reviews and updates to this statement and our Business Partner Code of Conduct shall be conducted to reflect evolving standards and best practices. Feedback from our stakeholders, including employees, customers, and advocacy groups, shall be sought and considered.

We acknowledge that human rights violations stem from broad issues such as poverty, poor infrastructure, and limited regulatory oversight. By following these principles, our aim is to raise awareness and promote the respect and protection of human rights and contribute to a more just and sustainable global business environment.