



# Fair Labour & Human Rights Policy

## **Introduction**

Impulse Automation emphasises the importance of conducting all business activities with integrity and transparency. Impulse Automation fosters a culture that upholds shared norms, universal ethical values, and expected behaviours as standards.

We uphold fair labour practices by ensuring our business partners and customers respect human rights in all dealings.

## **Recognition of human rights**

Impulse Automation is committed to upholding human rights and ensures that its business practices are free from human rights violations or abuses. The company does not tolerate, profit from, or assist in any way with the actions of any party that involves such violations as:

- any forms of torture, cruel, inhuman, and degrading treatment; and
- any forms of forced or compulsory labour, which means work or service extracted from any person under the menace of penalty, and for which said person has not offered voluntarily.

## **Prohibition of child labour**

Impulse Automation respects children's rights to education and development. The minimum employment age may not be below the completion age of compulsory school in the country in question and under no circumstances under the age of 15.

Juveniles, defined as children between 15 and 18, may only be employed if their work complies with all relevant laws and regulations. No child under 18 should be employed in conditions that could endanger their health, safety, or morals or hinder their right to education and personal development.

## **Prohibition of forced labour**

Impulse Automation strictly prohibits any form of forced or involuntary labour, including slavery, human trafficking, or any other type of work that is performed against a person's will, encompassing forced prison labour, work under coercive employment schemes, and any situation where intimidation or threats of punishment that compel someone to work.

Impulse Automation does not engage in forced labour and will not benefit directly or indirectly from any forced labour.

Impulse Automation will not charge recruitment fees to its employees or withhold any portion of their salaries, benefits, property, or documents. The company will not impose debt bondage to compel employees to remain with the organisation. All employees can leave the workplace after completing their workday and can terminate their employment with reasonable notice.



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### **Forced eviction and deprivation from land, forest, and waters**

Impulse Automation acknowledges the importance of protecting natural livelihoods. It will not engage in unlawful eviction or the deprivation of land, forests, and waters.

### **No abusive use of security forces to pursue business activities and projects.**

Impulse Automation prioritises positive and constructive interactions between its corporate activities and the communities in which it operates. The company will not utilise any private or public security forces in a manner that is harmful to health, life-threatening, or otherwise abusive to carry out its business activities and projects.

### **Commitment to safe and healthy workplaces**

Impulse Automation ensures a healthy, hygienic, and safe working environment that complies with all relevant laws, regulations, and industry standards. It also strives to prevent any health hazards. As a minimum standard:

Employees must not be exposed to a dangerous working environment without proper training and protection against chemical, physical, or biological substances that harm their health and safety. When employees are required to work under hazardous conditions, Impulse Automation will provide adequate personal protective equipment (PPE) and ensure that employees are instructed and trained in its proper use.

- Safety standards must meet all relevant laws, regulations, and industry guidelines regarding construction safety and fire protection.
- Facilities must provide appropriate light and ventilation.
- Dangerous materials must be stored safely and securely and used according to safety instructions.
- Machinery must be properly maintained and shielded to ensure employees' health and safety.
- During working hours, employees must be given sufficient time to rest and recreate to prevent overfatigue in line with applicable laws, regulations, and industry standards.
- Employees must always be adequately qualified, instructed, and trained to conduct their work responsibly and safely.
- Other measures may be necessary or appropriate to secure the safe and responsible continuation of operations.

### **Fair remuneration**

Impulse Automation acknowledges the importance of fair pay and maintaining a healthy balance between work and leisure for all employees. Salaries and working hours will align with the local wage standards and comply with the minimum wage requirements set by local laws and regulations.



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### **Freedom to organise and collective bargaining**

Impulse Automation respects employees' rights to form and join unions and engage in collective bargaining. We acknowledge and support employees' rights to create or join trade unions without facing discrimination or penalties. Additionally, Impulse Automation will not interfere with the operations of trade unions or other organised labour associations, as permitted by local laws.

### **No discrimination, prevention harassment**

Impulse Automation treats all employees with dignity and respect. The company does not tolerate any actions, conduct, or behaviour that is disrespectful, humiliating, intimidating, or hostile, including actions, words, jokes, or comments based on a person's ethnicity, social background, health condition, disability, sexual orientation, age, gender, political opinion, religion, ideology, or other protected characteristics.

No employee shall face physical punishment, threats of violence, or any form of physical, sexual, psychological, or verbal abuse.

### **Right to privacy**

Impulse Automation is committed to respecting the right to privacy. Following applicable laws, we will only process the personal data of our employees, suppliers, customers, and other business relations.

Impulse Automation adheres to fundamental principles of personal data processing, ensuring that the information we handle is accurate and current. Additionally, all processing activities will be reasonable, proportional, time-limited, and relevant to our business objectives.