

## Comprehensive Labor and Human Rights Policy

### Introduction

Different Mind is committed to upholding the highest standards of labor and human rights throughout our operations and supply chain. This policy reflects our dedication to respecting international labor standards, including the International Labor Organization (ILO) Core Conventions, and ensuring fair, safe, and ethical working conditions for all workers associated with our business.

### 1. Commitment to ILO Core Conventions on Rights at Work

Different Mind is fully committed to complying with the International Labor Organization's (ILO) Core Conventions on Rights at Work. This commitment includes:

- **Freedom of Association and the Right to Collective Bargaining:** We respect and support the rights of workers to form and join trade unions and to bargain collectively. We will conform with local laws and honor the ILO principle that respects these rights.
- **Elimination of Forced or Compulsory Labor:** We strictly prohibit all forms of forced or compulsory labor, including modern slavery and human trafficking, across our operations and supply chain.
- **Abolition of Child Labor:** We adhere to the ILO minimum employment age standards and prohibit the employment of individuals under the age specified by these standards, even if the national legal minimum age is lower.
- **Elimination of Discrimination in Respect of Employment and Occupation:** We promote equality and prohibit all forms of discrimination, harassment, abuse, humiliation, and inhumane treatment of workers.

### 2. Prohibition of Modern Slavery, Forced Labor, and Human Trafficking

Different Mind unequivocally condemns all forms of modern slavery, including forced labor and human trafficking. Our policies ensure that:

- **No Forced Labor:** All work is conducted voluntarily, and no worker is forced, coerced, or threatened to work against their will.
- **Prevention of Human Trafficking:** We implement strict measures to prevent human trafficking within our operations and supply chain.
- **Ethical Recruitment:** We adhere to the Employer Pays Principle, ensuring that workers do not bear any recruitment costs or fees. All recruitment costs are covered by Different Mind, both in home and host countries, for domestic and migrant labor.
- **Possession of Personal Identification Documents:** Workers must have unrestricted access to or possession of their personal identification documents,

including passports, visas, residency permits, insurance cards, and bank cards. Confiscation or withholding of these documents is strictly prohibited.

### 3. Ensuring Informed Consent and Clear Employment Terms

Different Mind is committed to ensuring that all workers are fully informed of their employment terms before they commence work. This policy includes:

- **Written Employment Terms:** Workers will receive key employment terms in writing, including job responsibilities, wages, working hours, and conditions of employment.
- **Language Accessibility:** Employment terms must be provided in a language that the worker understands. If necessary, translations will be provided to ensure full comprehension.

### 4. Promotion of Equality and Prohibition of Discrimination, Harassment, and Abuse

Different Mind is dedicated to creating a work environment that is free from discrimination, harassment, and abuse. This policy includes:

- **Equality and Non-Discrimination:** We ensure equal opportunities for all workers, regardless of race, color, gender, sexual orientation, religion, nationality, social origin, age, disability, or any other status.
- **Zero Tolerance for Harassment and Abuse:** We have a zero-tolerance policy for any form of harassment, abuse, humiliation, or inhumane treatment. Any violation of this policy will result in immediate corrective actions.
- **Safe Reporting Mechanisms:** Workers are encouraged to report any instances of discrimination, harassment, or abuse through confidential and safe channels without fear of retaliation.

### 5. Compliance with Legal and Documentation Requirements

Different Mind is committed to ensuring that all workers are legally authorized to work. This includes:

- **Verification of Legal Documentation:** We will verify that all workers possess the necessary visas, work permits, and any other documents required by law to work legally.
- **Ongoing Compliance:** We will regularly review the legal status of our workers to ensure continuous compliance with all relevant laws and regulations.

### 6. Minimum Employment Age Compliance

Different Mind is committed to adhering to the highest standards concerning the minimum employment age. This policy includes:

- **Alignment with ILO Standards:** We comply with the ILO minimum employment age standards, even if the national legal minimum age is lower. No person under the age of 15 (or the age of completion of compulsory schooling, whichever is higher) will be employed.
- **Strict Monitoring:** We will monitor our operations and supply chain to ensure compliance with these age requirements and take immediate action if violations are found.

## 7. Employer Pays Principle

Different Mind is committed to the Employer Pays Principle, ensuring that:

- **No Worker Pays for a Job:** Workers are not required to pay any fees or costs related to their recruitment, including fees to recruitment agencies, processing fees, travel expenses, or any other charges.
- **Full Coverage of Recruitment Costs:** Different Mind will cover all recruitment costs, both in the worker's home country and the host country, for domestic and migrant labor.
- **Transparency in Recruitment:** Recruitment practices will be transparent, and all terms and conditions will be clearly communicated to workers in a language they understand.

## 8. Implementation and Monitoring

Different Mind is committed to the effective implementation and monitoring of this policy. This includes:

- **Regular Audits:** We will conduct regular audits of our operations and supply chain to ensure compliance with this policy.
- **Training and Awareness:** We will provide ongoing training and resources to employees, suppliers, and business partners to ensure awareness and understanding of our labor and human rights commitments.
- **Continuous Improvement:** We will regularly review and update our policies and practices to reflect the latest legal requirements, best practices, and industry standards.

## Conclusion

Different Mind believes that respecting and promoting labor and human rights is fundamental to our business success. We are committed to creating a fair, safe, and ethical working environment for all individuals associated with our operations. We expect all employees, suppliers, and partners to uphold these principles and work together to ensure the dignity and rights of every worker are respected.

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