

HUMAN RIGHTS

2025

Our Commitment

At IMS, we believe that business growth should never come at the expense of human dignity. We are deeply committed to maintaining ethical, transparent, and responsible practices across all of our business operations and supply chains. We maintain a zero-tolerance policy for any form of forced labor, modern slavery, human trafficking, or child labor.

We believe that everyone has the right to safe, fair, and voluntary employment, and we expect our partners, suppliers, and subcontractors to share this unwavering commitment.

Core Operational Standards

- **Voluntary Labor:** All work performed for or on behalf of our company must be entirely voluntary. We strictly prohibit the use of forced, bonded, indentured, or prison labor. Employees and contracted workers must have the absolute freedom to terminate their employment in accordance with Federal Labour laws without penalty.
- **Prohibition of Child Labor:** We do not employ children. We strictly adhere to all laws regarding minimum age requirements for work. Furthermore, we ensure that young workers under the age of 18 are never deployed in roles that are hazardous, physically unsafe, or detrimental to their education and health.
- **Fair Wages and Working Hours:** We ensure that all workers are compensated fairly in compliance with or exceeding applicable wage laws, including minimum wage, overtime hours, and legally mandated benefits. Working hours must not exceed the maximum limits set by Federal Labour employment standards.
- **Safe and Humane Treatment:** We promote a workplace culture rooted in respect. We strictly prohibit harsh or inhumane treatment, including sexual harassment, psychological coercion, verbal abuse, or arbitrary disciplinary fines.

Supply Chain Accountability

We recognize that ensuring human rights requires vigilance beyond our own direct workforce. To maintain an ethical supply chain, we look to incorporate these principles into our purchasing habits:

- **Supplier Expectations:** We prioritize business relationships with manufacturers, distributors, and subcontractors who can explicitly verify that their own operations are free from unethical labor practices.
- **Continuous Review:** We reserve the right to review our purchasing relationships if a supplier is found to be in violation of basic human rights, international labor standards, or local employment laws.

Reporting and Open Communication

We encourage open communication and transparency. If any employee, contractor, supplier, or member of the public becomes aware of any behavior or business practice that contradicts this policy, they are encouraged to report it directly to company management.

We guarantee that any individual who raises a concern in good faith will be protected against retaliation, discrimination, or disciplinary action.