

2023 Avary Holding Human Rights Due Diligence Report

1. Human rights policy

2 + 4 3 3 2 4

4 4 2 4

Applicable scope:

2 2 4

Human rights commitment:

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Management principles:

2 3 2 3 2 4 4

• **Prohibition of forced labor, and human trafficking, and child labor**

2 2

• **Equal employment, anti-discrimination, equal pay for equal work**

2 -

• **Zero violence and humane treatment in the workplace**

2

• **Freedom of association and collective bargaining**

3

• **Working hours and minimum wage**

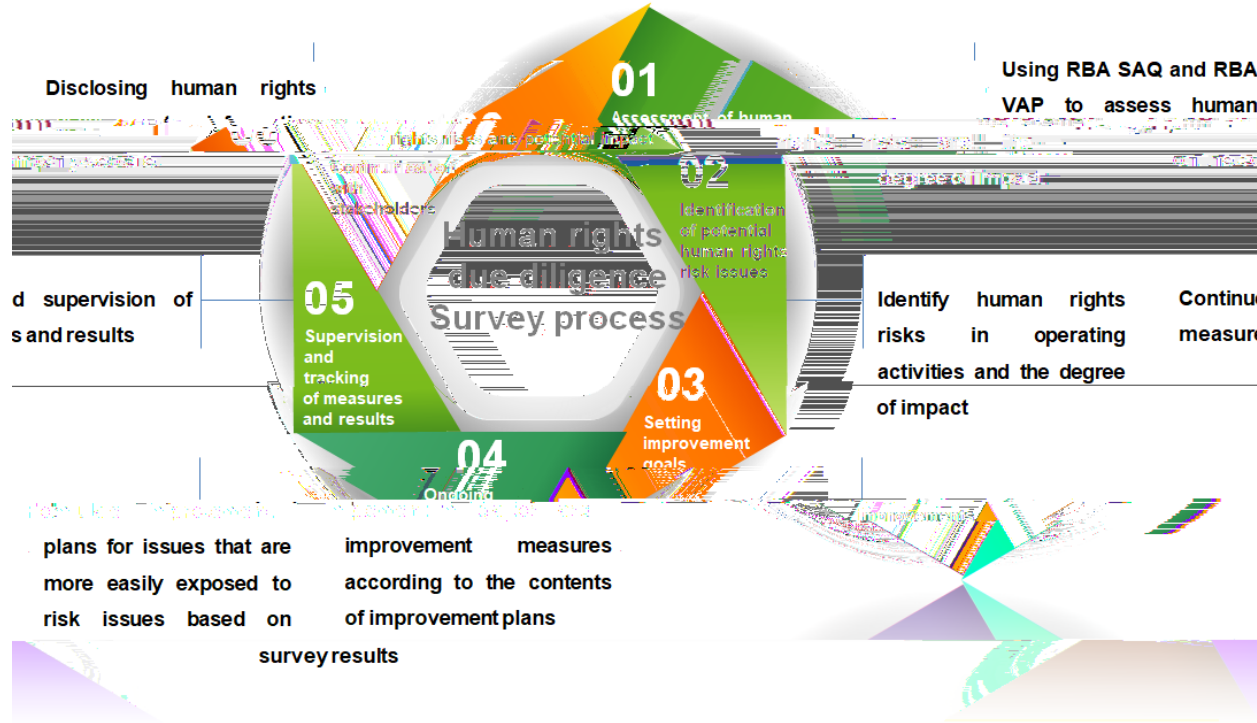
2 4

• **Value chain responsibility**

4 2 4

• **Effective Grievance Mechanism and Remediation**

2 4 2



Human rights risk identification results:

Frequency

High			Work hour management
Medium	Discrimination, diversity, and tolerance	Occupational health and safety and environment Freedom of occupation choice Sexual harassment Equal pay and equal work Forced labor and human trafficking	
Low	Child labor Freedom of association and collective bargaining right	Data privacy and safety Liberty and security Water resource management Air pollution and noise	Responsible purchasing of minerals
	Low	Medium	High
			Impact

Assessment mechanisms for material human rights issues:

		+	2	4
		32 2	32	-
		32 2	4	
		4		
		+	4	

3. Human Rights Risk Mitigation and Remediation Measures

				2	+
	+				
		1.		+	
			2		
				32	
		2.			
		3.	4		

		<p>[Forced labor and human trafficking]</p> <p>4</p> <p>2</p> <p>-</p>	<p>10. 2</p> <p>4</p>
		<p>[Non-discrimination, diversity, and tolerance]</p> <p>4</p>	<p>2</p> <p>-</p>
		<p>[Personal freedom and safety]</p>	
		<p>[Women Protection]</p> <p>-</p>	

4		<p>1. + 2</p> <p>2.</p> <p>+</p> <p>3. 2</p>	<p>1. 2</p> <p>4</p> <p>2. + 2</p> <p>2 4</p> <p>- -</p> <p>3. +</p>
4	2	<p>[Water resource management]</p> <p>2 4</p> <p>2 2</p> <p>2</p>	<p>[Water resource management]</p> <p>2</p> <p>+ 2</p>

+2 - 2 +

-

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[Air pollution]

2 2

4. Implementation and Results

2

- Situation of Internal Inspections**

4

4

32 2

2

2

32

4

4

4

+

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4

- Situation of External Inspections**

2

32 4

4

32

32

+

4

2

4

4

- Situation of disclosures**

2

4

2



2

2

4

2

4

2