



HUMAN RIGHTS POLICY

Gufic Biosciences Limited ("Company") is committed to upholding and respecting human rights principles as set out in international human rights standards. This Human Rights Policy establishes our commitment to promoting and protecting human rights within our sphere of influence, including our operations, supply chains, and other business partners.

1. Non-Discrimination and Equal Treatment:

We are dedicated to promoting non-discrimination and equal treatment for all individuals, irrespective of their race, color, religion, gender, sexual orientation, gender identity, age, disability, national origin, or any other protected characteristic. We will not engage in or tolerate any form of discrimination, harassment, or unfair treatment.

2. Freedom of Association and Collective Bargaining:

We respect and recognize the rights of employees to freedom of association and collective bargaining as enshrined in national and international labor standards. We support employees' rights to form or join labor unions, engage in collective bargaining, and express their grievances and concerns.

3. Child Labor and Forced Labor:

We are committed to eradicating child labor and forced labor. We strictly prohibit the use of child labor or any form of forced or compulsory labor in our operations and supply chains. We adhere to applicable laws and regulations concerning the minimum age for employment and ensure fair and voluntary employment relationships.

4. Workplace Health and Safety:

We strive to provide a safe and healthy work environment for all employees and stakeholders. We comply with applicable health and safety regulations, conduct risk assessments, provide necessary training, and implement measures to prevent accidents, injuries, and occupational health hazards.



5. Supply Chain Responsibility:

We expect our suppliers, contractors, and business partners to uphold human rights principles in their operations. We engage in responsible sourcing practices, including due diligence, to identify and mitigate any adverse human rights impacts within our supply chains.

6. Privacy and Data Protection:

We respect the privacy and personal data of individuals and are committed to protecting their rights in accordance with applicable laws and regulations. We handle personal data responsibly, ensure data security, and obtain necessary consent for data processing.

7. Indigenous Rights and Cultural Heritage:

We respect and recognize the rights of indigenous peoples and their cultural heritage. We engage in open dialogue and collaboration with indigenous communities, respecting their rights, land, and resources, and avoiding any negative impact on their cultural heritage.

8. Grievance Mechanism:

We provide a transparent and accessible grievance mechanism for individuals to report any human rights concerns or violations. We commit to investigating and addressing grievances in a prompt, impartial, and confidential manner, without fear of retaliation.

9. Continuous Improvement:

We regularly review and assess our human rights performance, set goals for improvement, and take appropriate measures to enhance our practices. We engage in stakeholder dialogue, collaborate with experts, and support initiatives that promote human rights.

10. Compliance and Reporting:

We comply with all applicable laws and regulations concerning human rights. We strive for transparency and accountability by reporting on our human rights performance, progress,



and challenges, ensuring we communicate with our stakeholders on our efforts and achievements.

AMENDMENT :

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification would be binding on the Directors/ Employees unless the same is notified to the Directors/ Employees.