

Our Approach

Hyrenco's business operations will consistently align with the United Nations (UN) Guiding Principles on Business and Human Rights, along with the ten principles of the UN Global Compact.

We uphold all internationally recognized human rights, as outlined in the International Bill of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. These encompass, among others, the right to freedom of association, protection against forced labor, child labor, and discrimination in employment and occupation. Additionally, we adhere to relevant standards of international humanitarian law.

This policy outlines the foundational principles governing our interactions with employees, contractors, suppliers, partners, and communities impacted by our business endeavors. Our commitment extends to preventing any infringement upon the human rights of others. We place particular emphasis on vigilance regarding the human rights most susceptible to our influence and the individuals most vulnerable to adverse consequences, including women, children, migrant workers, and indigenous peoples.

Continual enhancement of our human rights initiatives remains an integral aspect of our ongoing commitment.

Our commitments

We are dedicated to upholding all internationally recognized human rights, as outlined in the UN Guiding Principles on Business and Human Rights, with a specific focus on the following principles:

- **Fair Treatment and Non-Discrimination:** Ensuring equitable and unbiased treatment for our employees and those affected by our operations.
- **Safe, Healthy, and Secure Working Conditions:** Providing an environment that prioritizes the safety, health, and security of all individuals within our workforce.
- **Combatting Human Trafficking, Forced Labor, and Illicit Child Labor:** Vigilantly opposing and actively working to eradicate any forms of human trafficking, forced labor, and unlawful child labor in our entire value chain.
- **Respect for Community Rights:** Upholding the human rights of communities impacted by our activities, encompassing rights such as property, livelihood, land and natural resource usage, security, health, and access to water and sanitation.
- **Adherence to Voluntary Principles on Security and Human Rights:** Aligning our activities with a steadfast commitment to the Voluntary Principles on Security and Human Rights.

By steadfastly adhering to these principles, we ensure that our business practices are not only ethically sound but also contribute to the broader promotion and protection of human rights on a global scale.

How we work

- **Employee and Contractor Compliance:** All employees and contracted personnel must adhere to this policy.

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- **Supplier and Business Partner Expectations:** Suppliers and business partners are expected to align with the spirit of this policy and share a commitment to respecting internationally recognized human rights when collaborating with us.
- **Focus on High-Impact Human Rights:** Attention is to be directed towards human rights most vulnerable to adverse impacts, with a special focus on women, children, migrant workers, and indigenous peoples.
- **Influence and Mitigation:** Efforts will be made to influence business relationships, aiming to prevent or mitigate adverse impacts on human rights linked to our activities.
- **Remediation and Grievance Mechanisms:** We will collaborate with suppliers and business partners to provide appropriate remediation in cases where adverse human rights impacts are caused or contributed to. Effective grievance mechanisms will be implemented as needed.
- **Access to Remedies:** No hindrance will be placed on affected stakeholders' access to alternative remedies or channels for seeking redress.
- **Compliance with Applicable Laws:** In cases where local laws or requirements pose challenges to upholding this policy, efforts will be made to find alternative ways to respect human rights to the greatest extent possible.
- **Assessment and Reporting:** Regular assessments of progress and performance will be conducted, and transparent reporting mechanisms will be in place to communicate ongoing efforts to respect and promote human rights.

References:

- [International Bill of Human rights](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [The Ten Principles of the UN Global Compact](#)
- [Guiding Principles on Business and Human Rights](#)
- [The Voluntary Principles on Security and Human Rights](#)



Sabri Rahaoui
CEO, Hyrenco SARL

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