



MUNZARA NIG LIMITED

HUMAN RIGHTS POLICY STATEMENT

Munzara Nig Ltd is committed to upholding and promoting human rights in all aspects of its operations. We recognize our responsibility to respect the dignity, equality, and rights of all individuals, including employees, customers, suppliers, and the communities in which we operate. This policy reflects our commitment to complying with applicable laws, international standards, and best practices in human rights.

2. Scope

This policy applies to:

- All employees, contractors, and temporary workers.
- Suppliers, vendors, and business partners.
- Communities affected by our operations.
- Customers and other stakeholders.

3. Core Principles

Munzara Nig Ltd is committed to the following principles:

A. Equality and Non-Discrimination

- We prohibit discrimination based on race, ethnicity, gender, age, religion, disability, sexual orientation, or any other protected characteristic.
- We promote equal opportunities in recruitment, training, promotion, and compensation.

B. Fair Labor Practices

- We comply with all applicable labor laws and regulations.
- We prohibit forced labor, child labor, and any form of modern slavery.
- We ensure fair wages, reasonable working hours, and safe working conditions for all employees.

C. Health and Safety

- We provide a safe and healthy work environment for all employees and contractors.
- We implement measures to prevent workplace accidents, injuries, and illnesses.

D. Freedom of Association

- We respect the right of employees to join or form trade unions and to engage in collective bargaining.
- We prohibit retaliation against employees who exercise this right.

E. Privacy and Data Protection

- We respect the privacy of employees, customers, and stakeholders.
- We comply with data protection laws and ensure the secure handling of personal information.

F. Community Engagement

- We engage with local communities to understand and address their concerns.
- We contribute to the social and economic development of the communities in which we operate.

G. Environmental Responsibility

- We strive to minimize the environmental impact of our operations.
- We comply with environmental laws and regulations.

4. Responsibilities

A. Management

- Ensure compliance with this policy and applicable laws.
- Provide training and resources to employees on human rights issues.
- Address human rights concerns promptly and effectively.

B. Employees

- Adhere to this policy and report any violations or concerns.
- Treat colleagues, customers, and stakeholders with respect and dignity.

C. Suppliers and Partners

- Comply with this policy and applicable human rights standards.
- Cooperate with Munzara Nig Ltd in addressing human rights issues.

5. Reporting and Grievance Mechanisms

Employees, contractors, and stakeholders can report human rights concerns through the following channels:

- **Email:** Hr@munzaraltd.com
- **Confidential Hotline:** +234 816 596 0275
- **Direct Reporting:** Contact the Human Resources Department.

All reports will be investigated promptly, and appropriate action will be taken. Confidentiality will be maintained to protect the identity of individuals reporting concerns.

6. Training and Awareness

- Munzara Nig Ltd will provide regular training to employees and managers on human rights issues.
- Suppliers and partners will be encouraged to participate in training programs.

7. Monitoring and Review

- This policy will be reviewed annually to ensure its effectiveness and relevance.
- Compliance with this policy will be monitored through audits and assessments.

8. Commitment to Continuous Improvement

Munzara Nig Ltd is committed to continuously improving its human rights practices. We will collaborate with stakeholders, industry peers, and human rights organizations to address emerging challenges and promote best practices.

9. Policy Approval

This policy has been approved by the Board of Directors of Munzara Nig Ltd and is endorsed by the CEO.

Signed 

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David Ilabor

Date

12/02/2025