



## Human Rights Commitment Statement

DuBose Strapping, Inc. is committed to responsible and compassionate business practices. We recognize our duty to uphold the well-being and inherent dignity of all individuals who contribute to our services, including our employees and suppliers. Our commitment aligns with the [United Nations Guiding Business and Human Rights Principles](#).

### 1.- Respect for Human Rights

DuBose Strapping, Inc. is fully dedicated to respecting human rights and is committed to preventing and addressing any adverse human rights impacts for which we may be responsible.

### 2.- Compliance with International Standards

We adhere to the principles defined in the [International Bill of Human Rights](#) and in the [ILO's \(International Labour Organization\) Declaration on Fundamental Principles and Rights at Work](#).

### 3.- Preventing and Mitigating Human Rights Impacts

We will take proactive actions to prevent and mitigate human rights impacts associated with our operations. Our commitment extends to complying with laws and respecting internationally recognized human rights.

### 4.-Identifying Human Rights Risks

DuBose Strapping, Inc. has identified the following human rights risks as particularly relevant to our business:

#### 4.1 Compliance with Law

DuBose Strapping, Inc. adheres to rules and conditions of employment that respect workers and, at minimum, safeguard their worker's rights under national and international labor and social security laws and regulations.

#### 4.2 Forced Labor / Modern Slavery / Human Trafficking

DuBose Strapping, Inc. does not tolerate slavery, forced labor, or human trafficking in any form, internally or at any stage of its supply chain. Suppliers must similarly prohibit all forms of forced labor, imprisoned labor, bonded, indentured, and human trafficking.

#### **4.3 Child Labor**

DuBose Strapping, Inc. will not utilize labor under the age of 15 or under the age of completion of compulsory education, whichever is higher.

#### **4.4 Employment Laws / Wages & Benefits**

DuBose Strapping, Inc. ensures fair compensation and benefits for all workers, meeting their basic needs and allowing for discretionary income. DuBose Strapping, Inc. adheres to wage laws and regulations, paying at least the minimum wage or the prevailing wage, whichever is higher, and providing any mandated fringe benefits.

#### **4.5 Abuse & Harassment**

DuBose Strapping, Inc. treats each employee with dignity and respect and does not use corporal punishment, threats, or other forms of unlawful, physical, sexual, psychological, or verbal harassment, abuse, or coercion, whether mental or physical. As such, it expects its suppliers to do the same and to implement a non-retaliation policy that allows workers to express their concerns freely.

#### **4.6 Non-Discrimination and Workplace Diversity**

DuBose Strapping, Inc. does not discriminate in their hiring and employment practices, including compensation, advancement, discipline, termination, retirement, or other based on race, ethnic origin, national origin, religion, age, marital status, capacity to bear children, pregnancy, HIV or any other medical status, sexual orientation, gender, political opinion, social status, legal migrant worker status, disability, or other legally protected category.

#### **4.7 Working Hours**

DuBose Strapping, Inc. complies with all applicable laws and regulations related to work hours, including but not limited to hours of work, overtime, maximum hours, rest days, and holidays. When overtime becomes necessary, all overtime work will be compensated at a premium rate according to law.

#### **4.8 Freedom of Association**

DuBose Strapping, Inc. respects workers' rights concerning freedom of association, including the right to form or join labor or trade unions or to join workers' councils in accordance with local laws.

#### **4.9 Health and Safety**

DuBose Strapping, Inc. complies with all applicable health and safety laws and regulations. DuBose Strapping, Inc. adopts practices to minimize health and safety risks, support accident prevention, and ensure a safe workplace for all workers, including contractors and other third parties.

### **5.- Active Human Rights Due Diligence**

To formalize our commitment to human rights, we will conduct active human rights due diligence, aiming to identify, prevent, mitigate, and account for human rights risks. In cases of identified abuses, we take immediate remedial action.

**6.- Employee Training and Leadership Support**

We ensure that employees are trained in our human rights policy and our leadership at the highest levels to champion this policy.

**7.- Reinforcing our Human Rights Commitment**

DuBose Strapping, Inc. reinforces its human rights commitment by implementing our Supplier Code of Conduct, transparency commitments, and rigorous vetting and onboarding processes for contracted suppliers.

**8.- Auditing and Accountability Measures**

We carry out auditing, external verification programs, trust-building mechanisms (including supplier surveys and proactive communication), capacity-building, and accountability measures (such as employee reviews and anonymous grievance reporting mechanisms) to address human rights impacts.

**9.- Engagement with Experts and Contractors**

To assess human rights risks effectively, we will collaborate with internal and external human rights experts, NGOs, workers' groups, contractors, and suppliers.

***DUBOSE STRAPPING is dedicated to upholding these principles and continually improving our human rights practices.***