

# AHOM™ RMC Human Rights & Social Responsibility Policy

## Commitment

At A.H.O.M™ Relocation Management Company Inc. (AHOM™ RMC), we commit to conducting business in a way that respects human rights, labor rights, and environmental stewardship. We believe every relocation and transition must uphold dignity, fairness, and sustainability.

## Scope

This policy applies to: Employees of AHOM™ RMC, Employees in affiliated companies, Direct and indirect suppliers, Business partners and customers.

## International Standards

Our approach is guided by: Universal Declaration of Human Rights (UDHR); United Nations Covenants on Human Rights; ILO Core Labor Standards; OECD Guidelines for Multinational Enterprises; UN Guiding Principles on Business and Human Rights (UNGPs).

## Policy Commitments - Human Rights & Labor

- Prohibit child labor, forced labor, slavery, and human trafficking.
- Ensure freedom of association and collective bargaining rights.
- Promote diversity, equity, inclusion, and zero tolerance for harassment.
- Guarantee fair and appropriate wages that meet or exceed local standards.
- Protect legally established worker rights and positions.
- Uphold the right to safe and healthy working conditions.

## Policy Commitments - Environmental & Community Responsibility

- Avoid practices that cause soil, water, or air pollution, excessive noise, or resource misuse.
- Comply with international conventions (e.g., Minamata on Mercury, Basel on Hazardous Waste, Stockholm on POPs).
- Encourage eco-conscious relocation services, sustainable housing solutions, and reduced carbon footprint.
- Respect housing rights: no unlawful evictions, appropriation of land, or forced displacement.

## Protections for Vulnerable Groups

We explicitly support rights protections under: • Convention on the Elimination of Discrimination Against Women (CEDAW). • Convention on the Rights of the Child (CRC). • UN Declaration on the Rights of Indigenous Peoples (UNDRIP). • UN Declaration on the

Rights of People of African Descent. • International Convention on the Protection of Migrant Workers and Families. • UN Guiding Principles on Extreme Poverty and Human Rights.

## **Governance & Oversight**

• Oversight rests at Board level and Senior Management. • A dedicated governance function monitors risks related to human rights and reports annually. • Suppliers must contractually commit to meeting these same standards.

## **Monitoring & Accountability**

• Regular risk analysis and supplier audits. • Corrective actions or disengagement for non-compliance. • Transparent reporting where appropriate to stakeholders.

## **Continuous Improvement**

• Training for employees and suppliers on human rights and compliance. • Engaging with communities and advocacy partners to support rights of women, refugees, minorities, and marginalized groups. • Seeking independent CSR assessments and audits where required.