



## **A.L. Group- Human and Labor Rights Policy**

At **A.L. Group**, we keep the highest standards of integrity and respect. Our operations are guided by the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions.

### **Core Principles:**

- **Freely Chosen Employment:** We prohibit all forms of forced, bonded, or indentured labor. All work is voluntary, and employees are free to leave upon reasonable notice.
- **Child Labor Prevention:** We strictly prohibit the recruitment of child labor within our facilities and across our supply chain (minimum age of 18 for industrial roles).
- **Non-Discrimination & Anti-Harassment:** We ensure a workplace free from discrimination based on race, gender, religion, age, disability, or sexual orientation. We maintain a zero-tolerance policy toward physical or verbal harassment.
- **Fair Compensation:** We ensure that wages and benefits comply with all applicable laws. We are committed to the principle of "equal pay for equal work."
- **Freedom of Association:** We respect the rights of workers to communicate openly with management regarding working conditions without fear of discrimination or intimidation.
- **Responsible Sourcing:** We conduct due diligence on our suppliers to ensure that the raw materials for our filters are sourced ethically.

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| Approved by:    | CEO       |
| Effective Date: | July 2026 |
| Review Cycle:   | Annual    |