



AQUARIUS VISION WORKS LLP

Human Rights and Forced Labour Policy

1. Purpose

Aquarius Vision Works LLP is committed to respecting and promoting human rights in all areas of our operations. We recognize our responsibility to ensure that forced labor, human trafficking, and other forms of modern slavery have no place in our business or supply chain. This policy outlines our commitment to protecting human rights and our approach to preventing and addressing forced labor.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners involved in our business operations, regardless of location. It covers all activities within our direct operations and supply chain.

3. Definitions

- **Human Rights:** Fundamental rights and freedoms to which all people are entitled, including but not limited to the right to fair treatment, freedom from discrimination, access to decent working conditions, and freedom from forced or child labor.
- **Forced Labor:** Any work or service that a person is compelled to perform under threat of punishment and for which the person has not offered themselves voluntarily.
- **Child Labor:** Work performed by a child below the minimum legal working age as defined by local laws or international standards.

4. Commitment to Human Rights

Aquarius Vision Works LLP aligns its practices with local and internationally recognized human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization's (ILO) core labor standards. We are committed to ensuring that:

- All individuals are treated with respect and dignity.
- No person is subjected to forced labor, bonded labor, or any form of involuntary work.
- Workers have the right to freely choose employment and to leave it at any time without fear of retaliation.
- We provide safe and fair working conditions, including fair wages and working hours.



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5. Prohibition of Forced and Child Labor

Aquarius Vision Works LLP strictly prohibits the use of forced labor, whether in the form of prison labor, indentured labor, bonded labor, or any other form of involuntary work. We also do not tolerate the use of child labor in any of our operations or supply chain.

- All employment must be freely chosen, and no worker should be coerced into employment.
- Workers must not be required to lodge deposits, identity papers, or any form of collateral as a condition of employment.
- Children under the age of 18 must not perform hazardous work or work that interferes with their education or development.

6. Due Diligence and Risk Assessment

We are committed to conducting due diligence in order to identify, prevent, and mitigate human rights abuses, including forced labor, in our operations and supply chain. This includes:

- Conducting regular risk assessments to identify areas where human rights violations may occur.
- Auditing suppliers and partners to ensure they comply with this policy.
- Engaging with external stakeholders, including NGOs, labor unions, and human rights experts, to continuously improve our approach.

7. Supplier Standards

All suppliers and business partners are expected to adhere to Aquarius Vision Works LLP 's Human Rights and Forced Labour Policy. We require our suppliers to:

- Implement policies that prevent forced labor and human rights abuses.
- Provide workers with clear, accessible contracts in a language they understand.
- Prohibit the retention of personal identification documents and deposits from workers.
- Allow workers to terminate their employment freely without penalty.

We reserve the right to terminate relationships with suppliers and partners who fail to comply with this policy.



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8. Training and Awareness

Aquarius Vision Works LLP provides training to all employees, especially those involved in procurement, Human Resources and supply chain management, to ensure awareness of this policy and the risks of forced labor and human rights violations. We are committed to building a culture of respect for human rights across our organization.

9. Reporting and Accountability

We encourage employees, suppliers, and other stakeholders to report any concerns or potential violations of this policy. Reports can be made anonymously and without fear of retaliation. Aquarius Vision Works LLP is committed to investigating all reports and taking appropriate corrective action if any violation is found.

10. Monitoring and Continuous Improvement

We will regularly review and update this policy to ensure it remains relevant and effective. We will also continuously monitor our own operations and those of our suppliers to ensure compliance with this policy and applicable laws.

11. Conclusion

At Aquarius Vision Works LLP, we are dedicated to ensuring that human rights are respected and that forced labor is eradicated from all aspects of our business. By upholding this policy, we aim to contribute to a fair, safe, and equitable working environment for all.