



HUMAN RIGHTS POLICY

Effective Date: 07/01/2025

Approved by: Management , Peak International TradingCo LLC

1. Purpose and Scope

PEAK International Trading Co. LLC (“PEAK” or “the Company”) is committed to upholding human rights across all aspects of its operations. This policy aligns with international human rights standards and applicable national laws, ensuring ethical and responsible business conduct in every market we serve. It applies to all employees, management, business partners, and external stakeholders.

2. Guiding Framework

This policy is guided by:

- **UN Universal Declaration of Human Rights**
- **UN Guiding Principles on Business and Human Rights**
- **ILO Core Conventions**
- **UN Global Compact**
- **OECD Guidelines for Multinational Enterprises**
- **Applicable national labor and human rights laws**

3. Policy Principles

3.1 Ethical Conduct

We uphold integrity, accountability, and respect in all business dealings. Human rights are central to our corporate values.

3.2 No Forced or Child Labor

We strictly prohibit all forms of forced, bonded, or involuntary labor, and the use of child labor. This includes compliance with ILO Convention No. 182 on the Worst Forms of Child Labour.

3.3 Equal Opportunity and Non-Discrimination

All employment decisions are based on merit and qualifications. Discrimination on the basis of race, religion, gender, age, nationality, disability, sexual orientation, political opinion, or any other protected status is strictly prohibited.

3.4 Fair Employment Practices

We respect labor rights, including fair wages, reasonable working hours, and lawful employment terms in line with local and international standards.

3.5 Freedom of Association

Employees are free to form, join, or not join labor unions or other lawful associations. We support the right to collective bargaining.

3.6 Harassment-Free Workplace

We maintain a zero-tolerance policy toward harassment, abuse, bullying, or any form of workplace violence.

3.7 Safe and Healthy Work Environment

Employee safety is a top priority. PEAK maintains a proactive health and safety program, regularly evaluates risks, and complies with all occupational safety regulations.

3.8 Freedom of Expression

Employees have the right to express opinions and concerns respectfully and without fear of reprisal.

3.9 Community and Environmental Respect

We recognize our broader responsibility to the communities and environments in which we operate and commit to responsible practices that avoid adverse impacts.

4. Responsibilities

4.1 Leadership Commitment

The Board of Directors ensures compliance and leads by example in enforcing this policy.

4.2 Employee Responsibility

All employees must uphold and report violations of this policy.

4.3 Business Partners

We expect all suppliers, contractors, and business partners to adhere to these principles.

4.4 Grievance Mechanisms

We provide accessible and confidential channels for reporting human rights concerns. Reports will be investigated promptly and thoroughly.

4.5 Non-Retaliation

Retaliation against individuals who raise concerns in good faith is strictly prohibited.

5. Enforcement

Violations of this policy may result in disciplinary action, including termination of employment or contract. PEAK reserves the right to disengage from partners who breach human rights obligations.

Signed:

Sercan Samet Onder

General Manager

Signature:

Peak International Trading Co LLC

07/01/2025



A handwritten signature in blue ink, appearing to be "Sercan Samet Onder".

Prepared By Vishnu Shaji

Designation : Compliance Officer

Signature:

Peak International Trading Co LLC

07/01/2025