

COBALT COMMUNICATIONS

Labor and Human Rights Policy

At Cobalt Communications, we are committed to upholding the highest standards of labor and human rights in all aspects of our operations. This policy outlines our dedication to respecting internationally recognized labor and human rights standards, guiding our daily activities, and demonstrating our commitment to managing social impacts responsibly.

This policy applies to all Cobalt Communications employees, contractors, suppliers, and business partners. We expect all associated parties to adhere to these principles and ensure that our operations and collaborations reflect our commitment to human rights and fair labor practices.

Core Principles

- **Respect for Human Rights**
We are committed to respecting all human rights as outlined in the [Universal Declaration of Human Rights](#) and the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#).
- **Non-Discrimination**
We provide equal employment opportunities and prohibit discrimination based on race, color, religion, sex, national origin, age, disability, or other protected characteristics.
- **Freedom of Association**
We respect the rights of employees to freely associate and bargain collectively in accordance with applicable laws.
- **Safe and Healthy Workplace**
We provide a safe and healthy working environment for all employees, complying with all relevant health and safety regulations.
- **Prohibition of Forced and Child Labor**
We strictly prohibit the use of forced, bonded, or child labor in any of our operations or those of our partners.

Implementation and Compliance

- **Training and Awareness:** We will regularly train employees on human rights and labor standards to ensure their understanding and compliance.
- **Due Diligence:** We will conduct due diligence to identify, prevent, and mitigate adverse human rights impacts in our operations and supply chains.
- **Reporting Mechanisms:** We encourage employees and stakeholders to report any concerns regarding human rights or labor practices without fear of retaliation. Reports can be made to supervisors, the Human Resources Department, or through our confidential reporting system.

Continuous Improvement

We are committed to continuously improving our labor and human rights practices. This includes setting measurable targets, monitoring our performance, and engaging with stakeholders to address concerns and enhance our policies and procedures.

Communication

This policy will be communicated to all employees, contractors, suppliers, and business partners. It will also be publicly available on our website to demonstrate our commitment to labor and human rights to all stakeholders.

Accountability

Management at all levels is responsible for ensuring compliance with this policy. We will regularly review and update our practices to align with evolving standards and stakeholder expectations.

Conclusion

Cobalt Communications believes that respecting labor and human rights is fundamental to our mission and values. We are dedicated to fostering a culture of integrity, respect, and responsibility in all our operations and relationships.