

Reference	POL 041
Version	2.0
Issue Date	01/01/24
Approved	Director

# VIRPIO LTD T/A VIRPIO SECURITY

## Human Rights Ethics

---

### VIRPIO SECURITY approach to Human Rights

We are dedicated to fulfilling our human rights responsibilities across all of our operations, guided by the United Nations Guiding Principles on Business and Human Rights (2011). These principles are based on four key international standards that serve as the foundation for human rights in business:

- The Universal Declaration of Human Rights (1947)
- The International Covenant on Civil and Political Rights (1966)
- The International Covenant on Economic, Social, and Cultural Rights (1966)
- The International Labour Organisation (ILO) Declaration on Fundamental Rights at Work (1998)

Our guidelines to Human Rights are designed to ensure that we respect the human rights of all stakeholders and proactively work to prevent human rights violations wherever possible. These guidelines provide clear instructions for our employees on how to implement our Human Rights Policy across the company.

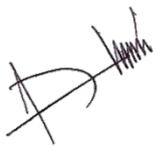
#### 1.2 Benefits of Adopting Human Rights Best Practices

In addition to being the ethical course of action, adhering to high human rights standards offers several benefits:

- **Customers** can trust that we are operating in line with global human rights standards, safeguarding our reputation by ensuring ethical practices.
- **Employees** can feel confident that they are part of an organisation that values their human rights and positively impacts society through its operations and ethical behaviour.
- **Partners and suppliers** are assured that any business dealings with us are conducted with strong ethical and human rights principles. Any conduct that falls short of these standards will not be tolerated.
- **Communities** will benefit from our commitment to positively impacting local areas and respecting human rights, enhancing the company's reputation as an ethical and responsible entity.

---

These guidelines represent our commitment to human rights ethics and our proactive steps to prevent and address any potential violations, ensuring that we contribute positively to the communities we serve while maintaining high ethical standards.



Director  
January 2024