



## Human Rights Policy - Effective Date: Jan 01, 2025.

### Scope and Purpose

This Policy applies to:

- Directors, officers, and employees of OEMS Erudite Corp.
- Subsidiaries and controlled entities.
- Contractors, suppliers, and business partners, who are expected to operate in accordance with these principles.

### Objectives

The Board of Directors of OEMS Erudite Corp. affirms its unwavering commitment to the protection and promotion of internationally recognized human rights.

This policy establishes the framework by which OEMS Erudite Corp. integrates human rights considerations into its governance, strategy, and operations, consistent with the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the UN Guiding Principles on Business and Human Rights.

### Policy Commitments

OEMS Erudite Corp. shall meet the following commitments:

Commitments	Description
Respect Human Dignity and Equality	Uphold the rights of all individuals, ensuring non-discrimination and equal opportunity.
Promote Decent Work	Adhere to fair labour standards, prohibiting child labour, forced labour, and human trafficking.
Ensure Freedom of Association	Respect employees' rights to organize, join unions, and engage in collective bargaining.
Safeguard Health and Safety	Provide and maintain safe, secure, and healthy working conditions across all operations.
Protect Communities and the Environment	Identify, prevent, and mitigate potential adverse impacts of operations on local communities and the environment.
Remedy Grievances	Establish accessible, confidential, and effective mechanisms for reporting and addressing human rights concerns without retaliation.

### Governance and Oversight

Governance and Oversight shall include the following:

- The Board of Directors has ultimate oversight responsibility for this Policy and its alignment with the organization's values, strategy, and risk management framework.
- The Executive Leadership Team is accountable for implementing this Policy, ensuring its integration into operational processes, and reporting to the Board on progress and compliance.
- Managers at all levels are responsible for promoting awareness, compliance, and accountability within their respective areas of oversight.



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Implementation  
and Due  
Diligence

- Human rights considerations shall be integrated into enterprise risk management, supply chain management, and stakeholder engagement.
- Regular assessments shall be conducted to identify, prevent, and mitigate human rights risks across the value chain.
- Training shall be provided to directors, officers, and employees to ensure appropriate understanding and execution of this Policy.

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Transparency  
and Reporting

OEMS Erudite Corp. commits to transparent disclosure of its human rights practices and performance through regular reports to stakeholders, in accordance with recognized reporting standards and applicable legal requirements.

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Review and  
Continuous  
Improvement

This Policy shall be reviewed periodically by the Board of Directors to ensure its continued relevance and alignment with evolving international standards, stakeholder expectations, and best practices in corporate governance.

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Jan 01, 2025