

## English

We support and protect human rights wherever we can. As a responsible company with operations in nearly 100 countries and territories, we believe that strong ethics and good business go hand in hand and we are committed to complying with the laws and regulations of the countries and jurisdictions in which we operate.

To demonstrate our commitment in this area we:

- support the protection of human rights, particularly those of our employees, the parties we do business with and the communities where we operate
- respect our employees' rights to voluntary freedom of association, under the law
- provide a safe and healthy working environment
- do not support forced and compulsory labour or the exploitation of children
- support the elimination of employment discrimination and promote diversity in the workplace
- provide our employees with remuneration and tools for growing their careers, and take their wellbeing into consideration
- promote fair competition and do not support corruption
- conduct our business with honesty and integrity in compliance with applicable laws
- develop and implement company procedures and processes to ensure we comply with this policy.

## Swahili

Tunatambua na kulinda haki za binadamu kwa kadri tunavyoweza. Tukiwa kama kampuni inayowajibika na inayofanya biashara katika nchi karibu 100, tunaamini kwamba maadili mema na biashara bora huenda sambamba, na tumejitolea kutii sheria na taratibu za nchi na maeneo tunakofanya biashara.

Kuthibitisha ahadi yetu katika maeneo haya tunafanya yafuatayo:

- tunatambua na kulinda haki za binadamu, hasa zile za wafanyakazi wetu, watu tunaofanya nao bishara na jumuiya tunakofanya biashara zetu
- tunaheshimu haki za wafanyakazi wetu za uhuru wao wa kisheria wa kujiunga na vyama vya wafanyakazi
- tunahakikisha mazingira salama na bora kiafya mahali pa kazi
- hatuungi mkono kazi za kulazimishwa au ajira ya watoto
- tunaunga mkono umalizaji wa ubaguzi katika utoaji wa ajira na kuhamasisha uajiri wa watu wa aina na wenye historia tofauti kwenye maeneo yetu ya kazi
- tunawapa wafanyakazi wetu ujira na nyenzo za kukuza ujuzi wao, na tunazingatia ustawi wao kwa ujumla
- tunahimiza ushindani sawa na hatukubali rushwa au ufisadi
- tunafanya biashara zetu kwa uaminifu na uadilifu tukitii sheria husika
- tunatengeneza na kutekeleza taratibu za kampuni kuhakikisha tunafuata matakwa ya sera hii.