

INTERNAL ACCOUNTABILITY AND COMPLIANCE PROCEDURES POLICY

The company Internal Accountability and Compliance Procedures Policy

1. Introduction

The company is committed to upholding the highest standards of accountability and compliance within our organization. This Internal Accountability and Compliance Procedures Policy outlines our approach to addressing and responding to any failure by workers and agents to meet our organization's policies on the topics covered by this Declaration.

2. Purpose of Internal Accountability

a. Internal accountability standards and procedures are established to ensure consistent adherence to organization policies and ethical standards. b. This framework reinforces our commitment to responsible business practices and the well-being of our workers.

3. Establishment of Accountability Standards

a. The company shall define clear accountability standards related to the topics covered by this Declaration. b. These standards shall be communicated to workers, agents, and relevant stakeholders to ensure mutual understanding and alignment.

4. Response to Non-Compliance

a. In the event of a failure by workers or agents to meet organization policies, The company shall promptly address the issue. b. Appropriate and proportionate measures shall be taken to rectify the non-compliance and prevent future occurrences.

5. Reporting and Documentation

a. Instances of non-compliance shall be reported through established channels, such as the whistleblower protection process (if applicable). b. The company shall maintain records of reported incidents, investigations, actions taken, and outcomes.

6. Corrective and Preventive Actions

a. Upon identification of non-compliance, The company shall implement corrective actions tailored to the specific situation. b. Preventive measures shall also be put in place to mitigate the risk of similar non-compliance in the future.

7. Continuous Improvement

a. The outcomes of internal accountability procedures shall inform our efforts to continuously improve our policies, procedures, and training. b. Feedback from non-compliance cases shall contribute to enhancing our organization's ethical culture and responsible practices.

8. Communication and Transparency

a. The company is committed to transparently communicating actions taken in response to non-compliance. b. We shall share lessons learned and best practices to reinforce accountability and compliance within our organization.

By maintaining robust internal accountability standards and procedures, The company aims to foster a culture of responsibility, ethical behavior, and compliance with the topics covered by this Declaration.