



NOVA FRUITS INTERNATIONAL HUMAN RIGHTS AND CODE OF ETHICS POLICY

Nova Fruits has adopted a management approach with top management and all its employees, respecting human and human rights. In order to ensure the effectiveness and permanence of this management approach;

- ✓ All humans are equally discriminated on the basis of race, gender, color, nationality or social origin, religion, age, sickness, disability, sexual orientation, political opinion or any other status protected under applicable law.
- ✓ The Company respects all personal information and privacy of its employees. We undertake that all private information is protected during working life and destroyed after legal period in confidential conditions.
- ✓ The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience. There is not any toleration for any unfair behavior, discrimination and harassment in the workplace and in any work-related circumstance outside the workplace.
- ✓ The Company respects our employees' right to join, form or not to join a labor union, right to be represented by the employee representative without fear of reprisal, intimidation or harassment. We are committed to establishing a constructive dialogue with their freely chosen union or representatives.
- ✓ The company provides safety and healthy working conditions in compliance with national and international legal requirements.
- ✓ The company provides secure conditions free from harassment, violence, any disturbing and unsecure behavior
- ✓ The Company undertakes that the labor force doesn't provided from the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking; slave labor or any form of human trafficking is reported to legal authority immediately.
- ✓ Any person who is under 18 ages is not employed expect trainee.
- ✓ The Company compensates employees competitively relative to the industry and local labor market with equal pay for equal work principle, operates in full compliance with applicable wage, work hours, overtime and benefits laws.
- ✓ The Company provides the proper communication channels to its employees for wishes and complaints without fear of reprisal, intimidation or harassment and undertakes that all feedbacks are evaluated in confidence.
- ✓ The Company requires business stakeholders to work in harmony with human rights and codes of ethics, evaluates the impacts on human rights, and acts responsibly to eliminate adverse effects.

Managing Director