



CORPORATE SOCIAL ACCOUNTABILITY

ALTER EGO is committed to:

- Complying with the requirements of the SA8000:2014 standard, specifically:
 - not engaging in or supporting the use of child labor or forced/compulsory labor,
 - providing a safe and healthy work environment,
 - respecting the workers' right to freedom of association and collective bargaining,
 - not engaging in or supporting any form of discrimination in recruitment, wages, training, promotion, or termination of employment,
 - treating all staff with dignity and respect, and not engaging in or tolerating the use of physical punishment, mental or physical coercion, or verbal abuse of staff,
 - complying with national laws on working hours (which should not exceed 40 hours per week) and overtime (which should not exceed 150 hours annually),
 - respecting the staff's right to a living wage and ensuring timely payment of salaries, and
 - complying with applicable labor laws and adhering to the conventions of the United Nations (UN) and the International Labour Organization (ILO).
- Ensuring that the corporate social responsibility policy is effectively documented, implemented, maintained, communicated, periodically reviewed, and made accessible in an understandable form to the company's executives and staff, whether directly employed by the company, contracted in any way, or representing the company. It also ensures that the policy is freely available to the public and external stakeholders upon request.

Version: 1st/19-07-2024

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