



JHR GENERAL SUPPLIER COMPANY LIMITED

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Human Rights Policy

JHR General Supplier Company Limited

1. Policy Statement

At **JHR General Supplier Company Limited**, we are committed to respecting, promoting, and protecting the fundamental human rights of all individuals impacted by our operations. This commitment extends to our employees, suppliers, customers, contractors, and the communities where we operate.

We recognize and support the principles set out in:

- The **Universal Declaration of Human Rights (UDHR)**
- The **International Labour Organization (ILO) Core Conventions**
- The **United Nations Guiding Principles on Business and Human Rights (UNGPs)**
- Relevant **local and national labor and human rights laws**

2. Scope

This policy applies to:

- All employees of JHR General Supplier Co. Ltd., regardless of location or role
- All third parties acting on behalf of the company, including contractors, vendors, suppliers, and service providers
- All business activities conducted by or on behalf of the company

3. Key Commitments

a. Non-Discrimination and Equal Opportunity

We are committed to providing a workplace free of discrimination based on race, gender, religion, ethnicity, disability, age, sexual orientation, political opinion, nationality, or any other status protected by law.

b. Freedom of Association

We respect the rights of employees to freely associate, join or form trade unions, and to bargain collectively in accordance with local laws.

c. Fair Wages and Working Hours

We ensure all workers receive fair wages, at or above the minimum legal requirement, and that working hours comply with applicable labor laws.

d. No Child Labor

We strictly prohibit the use of child labor in our operations and expect our suppliers and partners to do the same. Employment is only offered to individuals who meet the legal minimum working age.

e. No Forced Labor or Human Trafficking

We oppose all forms of forced labor, slavery, and human trafficking. Employment at JHR is voluntary, and all workers are free to leave upon reasonable notice.

f. Safe and Healthy Working Environment

We provide a safe, secure, and healthy work environment and take necessary measures to prevent accidents and injuries.

g. Privacy and Data Protection

We respect the privacy of our employees and stakeholders and commit to handling all personal data responsibly and in accordance with data protection laws.

4. Responsibilities

Management

- Ensure awareness and implementation of this policy across the company.
- Conduct due diligence to assess and address human rights risks.
- Foster a culture of respect, inclusion, and accountability.

Employees

- Treat colleagues and stakeholders with dignity and respect.
- Comply with this policy and report any concerns or violations.

Suppliers and Business Partners

- Expected to uphold the principles outlined in this policy.
- Subject to monitoring and assessment as part of our supplier due diligence.

5. Grievance Mechanism

We provide a safe, confidential, and accessible process for employees and stakeholders to report human rights concerns or violations. Complaints can be submitted to:

✉ **Email:** [Insert dedicated HR or ethics contact]

☎ **Hotline:** [Insert if available]

📬 **Postal Address:** [Insert office address, attention HR/Compliance]

No employee or stakeholder will face retaliation for raising a concern in good faith.

6. Monitoring and Review

This Human Rights Policy will be reviewed annually to ensure its continued relevance and effectiveness. Updates will be made in response to changes in law, business operations, or stakeholder feedback.

7. Approval and Document Control

Document Title	Human Rights Policy
Company	JHR General Supplier Company Limited
Effective Date	01 January 2025
Approved By	[Name, Position]
Next Review Date	01 January 2026
Policy Owner	Human Resources / Compliance Department