

# MANMAKER SA



Société Anonyme

RCCM : 08 B 364

NUI : M20061100000410085

Pointe – Noire

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B.P : 4013

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Email : [manmakersa@yahoo.fr](mailto:manmakersa@yahoo.fr)

Régime d'imposition : Réel

Résidence fiscale : Unité des petites entreprises et moyenne entreprises

## Human Rights Policy

### 1. Introduction

MAN MAKER SA is committed to respecting, protecting, and promoting human rights in line with national regulations and internationally recognized standards including the Universal Declaration of Human Rights (UDHR), ILO conventions, and the UN Guiding Principles on Business and Human Rights (UNGPs).

### 2. Scope

This policy applies to all employees, contractors, suppliers, and partners working with or on behalf of MAN MAKER SA in all operational locations.

### 3. Core Human Rights Commitments

We commit to:

- Safe and fair working conditions
- Zero forced labor or child labor
- Non-discrimination and equal opportunity
- Respect for freedom of association
- Zero tolerance for harassment or abuse
- Protection of personal data and privacy
- Ensuring legal employment status and timely payment

### 4. Working Conditions & Labor Rights

We comply with Congo Labor Law, CNSS rules, and the Convention Collective des Services Pétroliers (CCSP).

We ensure:

- Fair wages
- Reasonable working hours and rest periods
- Safe physical working environments
- Required medical evaluations and certifications

### 5. Health, Safety & Welfare

We maintain strong HSE procedures aligned with Oil & Gas industry standards including:

- Mandatory HSE training
- Access to PPE
- Medical fitness requirements
- Incident reporting and investigation

### 6. Non-Discrimination

We provide equal employment opportunities regardless of gender, ethnicity, religion, disability, age, or any legally protected characteristic.

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## 7. Forced Labor & Child Labor

Strict prohibition of:

- Forced or compulsory labor
- Employment of minors below legal age
- Confiscation of worker documents
- Practices restricting worker freedom

## 8. Grievance Mechanisms

Workers can report concerns confidentially without fear of retaliation. Reports are investigated promptly and fairly.

## 9. Supplier & Contractor Responsibility

Suppliers and subcontractors must comply with this policy. Failure to do so can result in sanctions or termination.

## 10. Monitoring & Continuous Improvement

We conduct compliance checks, audits, and ongoing reviews to continually strengthen our human rights practices.

*Done in Pointe - Noire, 21/02/2023*

*The GENERAL MANAGER*

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