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# SpikeFli Human Rights Policy

## Purpose

At SpikeFli, we recognize that respect for human rights is fundamental to building trust with our employees, clients, partners, and communities. This policy affirms our commitment to uphold internationally recognized human rights standards and integrate them into our business practices.

## Scope

This policy applies to all employees, contractors, consultants, partners, and suppliers who engage with SpikeFli, regardless of geography.

## Guiding Principles

We are guided by the [United Nations Universal Declaration of Human Rights](#), the [International Labour Organization's \(ILO\) Core Conventions](#), and the [UN Guiding Principles on Business and Human Rights](#).

## Our Commitments

### 1. Non-Discrimination & Equal Opportunity

- We do not tolerate discrimination or harassment based on race, ethnicity, gender, gender identity, sexual orientation, age, disability, religion, political belief, or any other protected status.
- We promote diversity, equity, and inclusion in all aspects of our business.

### 2. Safe & Fair Working Conditions

- We provide a safe, healthy, and respectful workplace for all employees.
- We prohibit forced labor, child labor, and human trafficking in all operations and supply chains.
- We commit to fair compensation, working hours, and benefits that meet or exceed local legal requirements.

### 3. Freedom of Association

- We respect the rights of employees to freely associate, join organizations of their choice, and engage in collective bargaining, consistent with local laws.
- 4. Privacy & Data Protection**
  - We respect the right to privacy of our employees, clients, and stakeholders, and safeguard personal data in line with applicable laws and regulations.
- 5. Suppliers & Partners**
  - We expect suppliers, contractors, and partners to uphold similar human rights standards and we reserve the right to review or terminate relationships where violations are identified.
- 6. Community & Environmental Responsibility**
  - We recognize that human rights extend beyond the workplace to the communities we serve.
  - We seek to minimize adverse impacts of our operations on people and the environment, supporting sustainability and responsible innovation.

## **Implementation & Accountability**

- Our leadership team is responsible for integrating this policy into business operations.
- Concerns related to human rights may be reported confidentially through our established reporting mechanisms without fear of retaliation.
- We commit to reviewing this policy regularly to ensure alignment with evolving standards and expectations.

## **Conclusion**

SpikeFli is committed to doing business ethically, responsibly, and in a manner that respects and promotes human rights across the globe.