



Human Rights Policy

Respect, prevention and responsible operations

Company	EBI
Version	1.0
Effective date	April 2026
Prepared by	EBI
Approved by	Executive Management
Owner	Executive Management

Protected document. Reading and download are authorized; modification, alteration and extraction are not authorized without the owner password.

This policy expresses EBI's commitment to respecting and promoting human rights in its activities, labor relations, partnerships, relations with local communities and subcontracting chain.

1. Commitment

- EBI is committed to respecting human dignity, fundamental rights and the integrity of people affected by its activities.
- The policy is inspired by international standards including the Universal Declaration of Human Rights, ILO principles and the United Nations Global Compact.
- EBI expects employees, subcontractors, suppliers and partners to act consistently with these commitments.

2. Scope

- Training, IT services, cybersecurity, industrial safety, mine rescue, fire safety, maintenance and business support.
- Employees, consultants, trainers, suppliers, subcontractors, clients and local communities affected by EBI activities.

3. Labor rights

- Respect for lawful working conditions, fair treatment and non-discrimination.
- Prohibition of forced labor, modern slavery, human trafficking and exploitative practices.
- Respect for freedom of expression, dignity and protection from harassment and abuse.

4. Health, safety and security

- Protection of health and safety through risk assessment, prevention, training and suitable equipment.
- Security practices must respect human dignity, proportionality and applicable law.
- Incidents affecting people must be reported, reviewed and followed by corrective action.

5. Communities and stakeholders

- EBI seeks to maintain respectful relationships with local communities and affected stakeholders.
- Concerns may be reported through the grievance mechanism and official contact channels.
- Stakeholder feedback contributes to prevention and continuous improvement.

6. Supply chain

- Suppliers and subcontractors are expected to comply with human rights, labor and safety requirements.
- High-risk situations may require checks, audits, corrective action or termination of the relationship.

7. Reporting and remediation

- Human rights concerns may be reported confidentially and without retaliation.
- EBI reviews concerns in good faith and seeks proportionate remediation where impacts are identified.
- Severe matters may be escalated to management, competent authorities or specialized organizations.

8. Monitoring and review

- This policy is reviewed periodically and updated according to risks, activities and stakeholder expectations.
- Management is responsible for implementation and continuous improvement.

Approval

Name	Robert TOUNKARA
------	-----------------

Position	Managing Director
Organization	EBI