

1.0 Corporate Labour Charter

In dealing with all of its employees and contractors, Valeura is committed to conducting all of its business and operations under the guide of, and in compliance with, the Principals of the United Nations Compact.

Specifically, Valeura is committed to:

- **Equality** - a work and business environment in which all individuals are treated equally, with respect and dignity, and without discrimination in any form;
- **No Harassment** - the conduct of business, and a workplace, that are free of harassment in any form;
- **Grievance Process** - a workplace where employees, contractors and other stakeholders may bring forward grievances and reports of inappropriate activity without fear of reprisal or censure;
- **Compliance with Laws** - the conduct of all business and operations in compliance with applicable labour laws and regulations;
- **Safe Work** - the rights of employees and contractors to refuse work for fear of injury to themselves, or others, or damage to the environment;
- **Right to Organize** - the rights of employees to form unions for collective bargaining;
- **No Forced Labour** - the elimination of all forms of modern slavery, forced or compulsory labour; and
- **No Child Labour** - the abolition of child labour.



Dr. Sean Guest

Nov 12, 2019

Date