

HUMAN RIGHTS POLICY

Avella Sights (U) Ltd Commitment

As a signatory of the United Nations Global Compact, Avella Sights (U) Ltd is dedicated to upholding and respecting internationally proclaimed human rights and ensuring that we are not complicit in any human rights abuses.

Avella Sights (U) Ltd is a reputable travel agency operating in Uganda, providing small group adventure tours. We recognize that some countries where we operate pose a high risk of human rights violations by businesses, staff, leaders, and contractors. It is our responsibility as a company to address this issue within our sphere of influence.

By integrating a human rights commitment into our responsible business agenda, Avella Sights (U) Ltd aims to send a clear message that we share the responsibility to respect, protect, and address any human rights issues within our company and the countries in which we operate.

We are committed to complying with all relevant laws and adhering to the highest standards of openness, integrity, and honesty as outlined in this policy.

Avella Sights (U) Ltd does not tolerate any form of human rights violations from our staff, leaders, contractors, travelers, or business partners. We are dedicated to positively influencing the local communities and civil societies in which we operate.

Scope

This Human Rights policy applies to all companies within Avella Sights (U) Ltd and any entities over which Avella Sights (U) Ltd has policy control. The policy is approved by the Audit and Risk Committee of the Avella Sights (U) Ltd Board.

It is the responsibility of the Core Management Team to ensure compliance with this policy, which cascades down to all managers and employees. It is also their duty to report any known instances of non-compliance.

Objectives

The objective of this policy is to formalize our commitment to:

- Protect human rights within our sphere of influence and ensure that all individuals associated with our business, including staff, leaders, contractors, travelers, suppliers, and local communities, are treated with fairness and respect according to globally accepted standards.
- Collaborate with stakeholders to address barriers to responsible practices and promote equity across our global community, safeguarding vulnerable societies.
- Provide guidance to our staff, leaders, and contractors regarding Avella Sights (U) Ltd's position on human rights issues.

- Support the principles outlined in the Universal Declaration of Human Rights.
- Protect, respect, and remedy human rights issues within our operations and supply chain, in line with the United Nations Guiding Principles on Business and Human Rights.
- Affirm our commitment to the United Nations Global Compact.
- Monitor and manage human rights issues as outlined in this policy.

Definition of Human Rights

WHAT ARE 'HUMAN RIGHTS'?

Human rights are fundamental rights and freedoms that apply to all individuals universally. These rights are outlined in the United Nations (UN) Declaration of Human Rights and encompass:

- I. Dignity
- II. Equality
- III. Freedom
- IV. Respect

Relevant rights in the UN Declaration of Human Rights for Avella Sights (U) Ltd include, but are not limited to:

- The right to live in freedom and safety
- The right to work and the freedom to choose work
- The right to an adequate standard of living
- The right to rest and leisure
- The right to freedom of opinion and expression
- The right to freedom of thought, conscience, and religion
- The right to freedom from discrimination
- The right to freedom of peaceful assembly

Avella Sights (U) Ltd's Approach

1. STAFF, LEADERS, AND CONTRACTORS

Avella Sights (U) Ltd upholds, respects, protects, and promotes the human rights of our staff, leaders, and contractors as outlined in the UN Declaration of Human Rights, with specific focus on the following:

- **Non-Discrimination:** Avella Sights (U) Ltd prohibits any form of discrimination in employment and engagement practices, including hiring, promotion, and compensation, based on race, gender, age, religion, social status, nationality, disability, or any other unrelated status.

- **Fair Working Conditions:** Avella Sights (U) Ltd is committed to providing fair and safe working conditions for all staff, leaders, and contractors. This includes complying with applicable labor laws, providing fair wages and benefits, and ensuring a safe and healthy working environment.
- **Freedom of Association:** Avella Sights (U) Ltd respects the right of staff, leaders, and contractors to freedom of association, including the right to join or form trade unions or other representative bodies.
- **No Forced Labor:** Avella Sights (U) Ltd strictly prohibits any form of forced labor or coercion in our operations and supply chain. We ensure that staff, leaders, and contractors work voluntarily and without the threat of penalties or restrictions on their freedom.
- **Child Labor:** Avella Sights (U) Ltd strictly prohibits the use of child labor. We comply with national laws on the minimum age for employment and ensure that our staff, leaders, and contractors are of legal working age.

2. SUPPLY CHAIN

Avella Sights (U) Ltd recognizes that our supply chain has the potential to impact human rights. We are committed to working with our suppliers and partners to promote responsible business practices and respect for human rights. This includes:

- **Supplier Due Diligence:** Avella Sights (U) Ltd conducts due diligence to assess the human rights practices of our suppliers. We work with suppliers who share our commitment to human rights and promote fair and ethical treatment of workers.
- **Supply Chain Transparency:** Avella Sights (U) Ltd strives to ensure transparency in our supply chain. We work towards identifying and addressing any potential human rights risks and encourage our suppliers to do the same.
- **Collaboration and Capacity Building:** Avella Sights (U) Ltd actively collaborates with suppliers, industry associations, and other stakeholders to improve human rights practices in the travel industry. We support capacity-building initiatives to enhance awareness and understanding of human rights issues.

3. COMMUNITIES AND DESTINATIONS

Avella Sights (U) Ltd is committed to respecting the rights and cultures of the communities and destinations we operate in. We strive for:

- **Cultural Respect:** Avella Sights (U) Ltd respects and values the cultural diversity and heritage of the communities we visit. We encourage our TrAvellas to do the same and engage in responsible tourism practices that support local economies and respect local customs.

- **Community Engagement:** Avella Sights (U) Ltd actively engages with local communities to ensure that our operations contribute positively to their well-being. We seek to understand their needs and aspirations, support community development initiatives, and promote equitable and sustainable tourism practices.
- **Human Rights Advocacy:** Avella Sights (U) Ltd supports and advocates for the protection of human rights in the communities and destinations we operate in. We engage in dialogue with local stakeholders, authorities, and organizations to address human rights issues and promote positive change.

MONITORING AND REPORTING

Avella Sights (U) Ltd is committed to monitoring the implementation of this Human Rights policy and addressing any issues that arise. We will:

- Conduct regular assessments and audits to identify human rights risks and evaluate compliance with this policy.
- Encourage staff, leaders, contractors, and stakeholders to report any human rights concerns or violations through accessible and confidential reporting mechanisms.
- Investigate reported incidents promptly, take appropriate actions to address any identified human rights violations, and provide remediation where necessary.
- Provide training and awareness programs to ensure that staff, leaders, contractors, and stakeholders understand their responsibilities under this policy and are equipped to identify and address human rights issues.

Avella Sights (U) Ltd is committed to continuous improvement in our human rights performance. We will review and update this policy periodically to reflect evolving best practices and international standards.

Published this 31st Day of May 2023