

Triton Middle East LLC is dedicated to protecting human rights. We are an equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country.

Child Labor and Forced labor

Triton Middle East strictly stands against child labor and we restrict employing (temporary/permanent) people under age 18. Triton follows UAE labor law stringently and does not allow any form of forced or compulsory labor.

Person with disabilities

For Triton Middle East, we called them People of Determination. We offer them equal opportunity for a job and provides flexible working conditions for their ease of doing job,

Equality and Non-Discrimination

In Triton Middle East, everyone will be treated equally regardless of their Race, Color, Gender, Language, Religion, Age, Sexual orientation, Marital Status, Health etc. Discrimination in any form is not acceptable in our company.

Employment Relationship, Fair wages and working hours

All Triton Middle East employees are safeguarded with an employment contract approved by MOHRE. Wages and working hours are clearly defined in the contract. Working hours are limited to 8 hours per day with a day off in every week. 30 days of annual leave with leave salary will be provided, Extra wages will be given for additional working hours as per UAE labor law.

Dedicated HR department will keep all employee related records and files and open to resolve any complaints, suggestions, grievances from employees.

Health, Safety and Working Conditions

We are committed to provide safe and Healthy working conditions to our employees. We are following ISO 45001:2018 requirements strictly. A dedicated Manager is available to ensure the health and safety of our employees. We are committed to maintaining a clean, comfortable, and inclusive work environment that promotes productivity and well-being. We provide suitable lighting, ventilation, and temperature control to create a comfortable atmosphere for our employees. We also promote cleanliness and hygiene practices to ensure a healthy workplace for everyone.

Maternity Protection

Special care will be offered to pregnant ladies. Flexible work arrangements, like work at home will be given as and when required. Maternity leaves will be given as per UAE Labor law.

No Harassment, Harsh or Degrading Treatment

Triton Middle East strictly restricts any form of Harassments including sexual harassments, harsh or degrading treatment to employees, suppliers, and subcontractors. Shouting, use of harsh language or foul

words is not permitted in Triton middle East. Any kind of sexual harassment shall be immediately reported to Managing Director and severe actions including legal actions will be taken. We have zero tolerance to any form of harassment, mental or physical torture.

Open Dialogue

Triton Middle East allows anyone to speak up for their rights and we will do our best efforts to resolve their problems or implement their suggestions. Triton allows its employees to gather for speaking up their rights within the limits of UAE laws and Regulations.

Career Management and Training

We are giving opportunities to our employees for making advancements in their career by providing skill development trainings. We also allowing them to get training from online platforms during their working time, A procedure for HR and Training has been implemented to formalize the process,

NOTE:

Violations of the above shall be reported to Managing Director (refer our whistleblowing policy) and the violators will be punished as per the UAE laws, additionally they will get internal disciplinary actions up to termination of their service.

Objectives and Targets are listed in Sustainability KPIs (TRTN-CSR-KPI)

Approved by,

CEO