Asylum Research&Global Assistance

Human rights, gender equality, anti-racism, non-discrimination Corporate Policy of Asylum Research & Global Assistance

Compliance with UN International Standards: Human rights, gender equality, anti-racism, non-discrimination

1. COMMITMENT TO INTERNATIONAL NORMS

Asylum Research & Global Assistance unequivocally adheres to the following documents:

- **UN Universal Declaration of Human Rights (1948):**
  The company recognizes the Declaration's core principles, including:
  - Equality of all people in dignity and rights (Art. 1).
  - Prohibition of discrimination based on race, gender, language, religion, etc. (Art. 2).
  - Right to work under fair conditions (Art. 23).
- **UN Sustainable Development Goals (SDGs):**
  Focus on two key goals:
  - *SDG 5 (Gender Equality):* Guarantee equal opportunities for women in careers, pay, and leadership; eradicate violence and discriminatory practices.
  - *SDG 10 (Reduced Inequalities):* Ensure inclusivity for vulnerable groups (migrants, persons with disabilities, ethnic minorities) through support and adaptation programs.
- **Convention on the Elimination of Discrimination Against Women (CEDAW):**
  The company commits to:
  - Eliminating bias in hiring, pay, and promotions.
  - Combating gender stereotypes through training and corporate culture.
  - Guaranteeing protection against workplace harassment.
- **International Convention on the Elimination of Racial Discrimination (ICERD):**
  Measures implemented to:
  - Prevent racism and xenophobia within the workforce.
  - Integrate anti-discrimination monitoring in HR processes.
  - Establish complaint mechanisms for affected individuals.

2. POLICY OBJECTIVES

- **Fostering an Inclusive Environment:**
  - Workplace adaptations for employees with disabilities (ramps, specialized equipment).
  - Flexible schedules for staff with family responsibilities.
  - Regular cross-cultural training.
- **Eliminating Discrimination:**
  - Prohibition of all discriminatory practices (e.g., direct refusal of employment or indirect career barriers).
  - Anonymous surveys to identify hidden biases.

    - Partnerships with NGOs for hiring-practice audits.
- **Ensuring Equality:**
    - Uniform performance criteria for all positions.
    - Public reporting on gender/ethnic diversity in leadership.
    - Internship quotas for socially vulnerable groups.

3. IMPLEMENTATION MECHANISMS

- **Legal Framework:** Internal regulations mirror CEDAW and ICERD standards.
- **Training:** Mandatory anti-discrimination law courses for managers.
- **Oversight:** Ethics committee empowered to impose sanctions for violations.
- **Transparency:** Annual public reports on progress toward SDGs 5 and 10.

4. EXPECTED OUTCOMES

- 40% reduction in discrimination complaints within 3 years.
- 50% female representation in top management by 2030.
- Elimination of gender/ethnic pay gaps.

> *This preamble forms the ideological foundation of Asylum Research & Global Assistance's policy, translating international standards into concrete corporate commitments.*

5. CORE PRINCIPLES

- **Human Rights:** Ban on forced/child labor; freedom of association; fair working conditions; data protection.
- **Gender Equality:** Equal pay for equal work; career advancement guarantees; anti-harassment protections; work-life balance support.
- **Anti-Racism:** Zero tolerance for racial, ethnic, or religious discrimination.
- **Non-Discrimination:** Prohibition of bias based on age, disability, sexual orientation, gender identity, or other attributes.

6. CORPORATE COMMITMENTS

- **Internal Environment:**
    - Regular human rights/diversity training.
    - Inclusion KPIs for managers.
    - Anonymous reporting channels (e.g., EthicsPoint platform).
- **Supply Chain:**
    - Mandatory policy compliance for partners/suppliers.
    - Due diligence on human rights risks.
- **Reporting:**
    - Annual ESG disclosures (diversity metrics, pay gaps, discrimination incidents).

7. ASYLUM RESEARCH & GLOBAL ASSISTANCE DECLARATION

"Asylum Research & Global Assistance commits to:
- Guaranteeing human rights across operations and influence;
- Actively eliminating gender inequality via mentorship programs and leadership quotas;
- Eradicating racism and discrimination through cultural competence;

- Fostering an environment where diversity is a competitive advantage.
We urge employees, investors, and partners to join this commitment."

Signature: CEO of Asylum Research & Global Assistance
Date: 04 June 2026

8. CONTROL MECHANISMS

- **Ethics Committee:** Independent body for complaint investigations.
- **Sanctions:** Disciplinary actions up to termination for violations.
- **Audit:** Annual third-party policy audits (e.g., by Shift or BHRRC).

Implementation Guidelines

1. Integrate policy into employment contracts and codes of conduct.
2. Launch an **e-learning platform** with diversity courses.
3. Establish an *Inclusivity Award* for leading departments.
4. Participate in UN initiatives.

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Signed:
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