

RP-PO-17 Human Rights Policy

Respect for human rights is a core value of our business. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our human rights policy statement sets up the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors, and suppliers to be aligned in upholding human rights globally.

Human Rights Policy Statement

GZM's Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, and investors. Our commitment is guided by the following principles:

*Ethical Business Conduct

We are committed to the highest standard of business ethics which govern the conduct of our business operations for all employees, we require all business on behalf of GZM to conduct with honesty and integrity in full compliance with all applicable laws and regulation.

*Employee Rights and Fair Practices

We believe all employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust, we compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefit laws, labor, standards.

*Diversity and Inclusion

We support and encourage diversity inclusion within our business and organization, which we do businesses by maintaining workplace that are free from discrimination or harassment based on race, sex, color, national or social, ethnicity, religion, age, disability, sexual orientation, political opinion, or other status protected by applicable law, we are committed to the protection of women's rights. We are committed to provide equal opportunity for all employees, eliminating all discrimination, practice, and promoting or biome is free from harassment and violation and intimidation.

*Safe and Healthy Workplace

Our policy is to provide and maintain a healthy and productive workplace for all employees that complied with all applicable laws, regulations and internal policies.

*Forced Labor and Human Trafficking

We are committed to preventing and prohibiting forced labor of any kind, including all forms of modern day, slavery or human trafficking.

***Child labor**

We do not engage in, or condone, unlawful employment or exploitation of children. We also do not tolerate such behavior from our business partners.