



Human Rights Public Statement

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Glossary

Terms / Acronym	Full label
Supplier	Vendor, service provider, consultant or other third party with whom Yas has a business relationship.
HSES	Health, Security, Environment and Social
ESG	Environment, Social and Governance



1.0 Our Commitment

Yas (Owned by Axian Telecom) is committed to respecting and promoting human rights across all our operations, value chains, and business relationships.

We work to prevent, mitigate and remedy adverse human rights impacts connected to our activities, in line with international standards and responsible business practices.

This commitment is guided by globally recognised frameworks, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Labour Standards, the UN Global Compact, and relevant regional instruments.

We uphold a zero-tolerance approach to human rights violations and expect all employees, Suppliers, and business partners to act accordingly.

2.0 Scope of Application

This Public Statement applies to:

- All Yas entities, subsidiaries and joint ventures under our operational control
- All employees, contractors, Suppliers, business partners and third parties acting on our behalf
- All operations, including our networks, digital platforms, procurement, distribution and customer engagement activities

3.0 How We Protect Human Rights

3.1. Respect for Privacy & Freedom of Expression

We are committed to protecting the privacy of our users and ensuring freedom of expression. To do so, we:

- Comply with all applicable data protection and privacy laws
- Apply privacy-by-design and security-by-design principles
- Ensure transparency about data collection and use
- Prohibit any surveillance or censorship carried out outside a legal, transparent, and proportionate framework
- Apply lawful intercept only under due legal process and oversight
- Implement Ethical AI principles to prevent bias, discrimination, and harmful outcomes
- Conduct regular audits and impact assessments to identify, mitigate, and monitor AI-related human rights risks

3.2. Children's Rights & Digital Safety

We are committed to safeguarding children across our operations and supply chains.

We:

- Enforce zero tolerance for child labour
- Align minimum working age with national laws and ILO standards
- Provide safe, age-appropriate products and services
- Implement child-safeguarding procedures and staff training
- Work with Suppliers to monitor compliance and take corrective actions when needed
- Safeguard children online through strict data protection, age-appropriate design, harm prevention, and responsible AI practices.

3.3. Health, Safety & Well-Being at Work

We ensure safe and healthy working conditions for all workers, contractors, and visitors by:

- Complying with occupational health and safety standards and our HSES Policy
- Providing adequate training, protective equipment, and preparedness for high-risk activities
- Monitoring performance and requiring equivalent practices from our Suppliers

3.4. Fair Working Conditions & Non-Discrimination

Yas promotes an inclusive workplace where all individuals are treated with dignity.

We:

- Prohibit all forms of discrimination
- Ensure fair wages and working hours
- Respect freedom of association and collective bargaining
- Reject harassment, abuse, or gender-based violence
- Promote equal opportunity and skills development

3.5. Business Integrity

We uphold the highest standards of ethical business conduct.

This includes:

- Zero tolerance for bribery, corruption and facilitation payments
- Mandatory training for employees and relevant third parties
- Clear reporting channels and whistleblower protection
- Controls to prevent fraud and money laundering

3.6. Land Rights & Community Engagement

We respect the rights of local communities and the environment.

We commit to:

- Avoiding involuntary resettlement
- Conducting social and environmental impact assessments

- Engaging transparently with communities, including applying FPIC where relevant
- Protecting biodiversity and cultural heritage

3.7. Responsible Procurement & Supply Chain Management

We expect all Suppliers to uphold our human rights standards. We:

- Require compliance with our Suppliers Code of Conduct
- Integrate ESG and human rights into Suppliers selection
- Conduct risk-based audits and assessments
- Support Suppliers capacity building

4.0 Reporting, Grievances & Remedy

We encourage anyone to speak up about potential misconduct, including human rights concerns. We:

- Provide confidential reporting channels accessible to employees, Suppliers and communities
- Protect whistleblowers from retaliation
- Investigate allegations in line with our Group Investigation framework
- Offer or enable remediation where we have caused or contributed to harm

5.0 Reduce redundancy

Yas reviews this Public Statement annually or when significant changes occur. We commit to:

- Regularly assessing human rights risks
- Strengthening our due diligence processes
- Benchmarking against industry standards and peer practices
- Engaging with experts and stakeholders
- Review this Public Statement at least annually or upon significant regulatory or operating context changes.
- Engage stakeholders and independent experts to strengthen due diligence and remedy.
- Benchmark against international standards and peer practice; update procedures accordingly.

6.0 Key Reference Standards

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Global Compact
- ILO Core Labour Standards
- OECD Guidelines for Multinational Enterprises
- UN Convention on the Rights of the Child
- UNICEF Children's Rights & Business Principles
- Global Network Initiative Principles

7.0 Training & Awareness

Yas is committed to building internal and Supplier capacities through targeted training and awareness initiatives.

- Deliver training on human rights, privacy, anti-bribery, OHS and safeguarding.
- Ensure procurement and project teams are trained on due diligence requirements.
- Provide Suppliers with capacity-building on priority human rights topics.

8.0 Other references

This Public Statement on Human Rights must be read in conjunction with the documents referenced below.

- Suppliers Code of Conduct
- Conflicts of Interest
- Yas Anti Bribery and corruption policies
- Code of Ethics and Professional conduct
- HSES Policy
- Gender Equity Policy
- Skills Development Policy
- Policy Against Gender Based Violence in The Workplace
- Policy against Workplace Harassment
- Remuneration and Benefits Policy