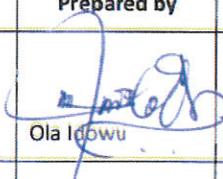
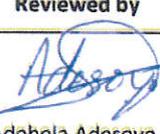
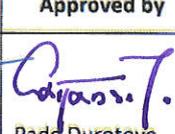


**Nigerdock Nigeria PLC**

**Human Rights Policy**

**Document Number: ND-HR-22-POL-0002**

Rev	Status	Status Description	Prepared by	Reviewed by	Approved by	Date
00	AFU	Approved For Use	 Ola Idowu	 Adebola Adesoye	 Pade Durotoye	4-Jul-2018

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### REVISION HISTORY

Details of revisions made to this document after approval shall be recorded on this sheet

Rev	Section	Description	Page
00		First release	

The role of this policy is vital to the continued success of Nigerdock. Our management is well aware of this fact and therefore considers everyone a valuable asset and expects from all its employees a high degree of integrity, honesty, loyalty, initiative and devotion for the company to maintain its quality objectives towards its customers and the market.

It is our belief also that only competent, motivated and empowered employees can help make our vision a reality.

Therefore, we will:

- Give every employee the encouragement needed to develop his/her potential to the fullest and pay special regard to individual employee's performance and progress.
- Pay fair wages and salaries.
- Promote diversity in a fair and balanced manner upholding mutual respect always.
- Encourage and reward loyal and efficient service, team work and harmonious relations at all levels.
- Prohibit all forms of forced labour.
- Guarantee a safe and healthy workplace which aligns with national and international industry standards.
- Provide the means and the opportunity to enable employees to raise, when necessary, any personnel matters affecting them and their work.
- Bar all discrimination against employees on account of race, sex, religion, marriage or age.
- Encourage a sense of commitment among all levels of employees by allowing active participation through adequate consultation and communication.
- Comply fully with all national and international labour legislation, conventions, practices and protocols.

On the other hand, Nigerdock expects you to:

- Serve its interests faithfully, in any position you occupy.
- Obey all lawful instructions given to you by your supervisor and observe the company's rules and regulations.
- Be personally responsible for the quality and quantity of work done based on the principle of a fair day's work for a fair day's pay.

- Take care of all company property placed in your care and used by you as you would your personal property.
- Use your initiative in making constructive suggestions for improved effectiveness and efficiency of services rendered by the Company.
- Co-operate and work in harmony with fellow employees and the management.