

Human Rights Policy

In accordance with our values, Yondr is committed to the value of and respect for all people. We follow and uphold all laws and regulations in all countries in which we operate.

While governments have the primary responsibility for protecting the human rights of their citizens, Yondr recognizes its responsibility to respect human rights in their operations, to promote an appropriate example and to make a positive global impact. Therefore, Yondr is dedicated to complying with the United Nations Universal Declaration of Human Rights.

SCOPE

- This policy applies to all Yondr businesses and departments globally, including all corporate office locations, lines of business, shared services and operational business units.
- This policy specifically addresses Yondr's commitment to promoting human rights on a global scale. While definitions vary depending on the governing or international body, those areas in which Yondr can make a positive contribution are listed below.

GENERAL

Child Labor

- Yondr does not engage in or condone the unlawful employment or exploitation of children in the workplace.
- We are committed to combating the exploitation of children and therefore prohibit any use of child labor with any vendor, suppliers, or other third party arrangements.
- Yondr will work to raise awareness internally of such exploitation and cooperate with law enforcement authorities to address any such instances of which the Company becomes aware.

Human Trafficking, Slavery and the Right to Voluntary Labor

- Yondr respects the free choice of all persons and strictly prohibits forced or compulsory labor for any employees.
- We will not do business with, tolerate, or associate with organizations or entities that condone or are engaged in the practice of coercing or imposing of work with little or no freedom of choice.
- Yondr endorses the UN Guiding Principles on Business and Human Rights and will work to raise awareness within our employee population of our responsibility to protect Human Rights.

- Yondr will cooperate with law enforcement authorities to address any such instances that come to the attention of the Company.

Freedom Against Prejudice and Discrimination

- Yondr strives to maintain an inclusive workplace free of harassment and discrimination based on a person's status such as race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, veteran or military status or other characteristics protected by applicable laws.
- Each region, line of business, and country will ensure that it has the requisite policies and practices in place to foster a harassment and retaliation free environment.

Safe and Secure Workplace

- Yondr is dedicated to providing a safe and healthy workplace for all of its employees and preventing accidents to employees, customers, and visitors.
- Our leadership, in consultation with Yondr Health, Safety, and Environmental professionals, will ensure compliance with this commitment in every location and facility in which we work.

Work Hours and Wages

- Yondr is steadfast in complying with all laws and regulations dealing with the wages we pay our employees and the hours they work.
- Yondr's policy will be further defined at the regional and country-level, as appropriate to prevent the exploitation of the local workforce. We are committed to being an ethical employer that strives to improve labor standards, respects our employees' contributions, and rewards them fairly.

Freedom of Association

- Yondr respects the rights of employees and complies with all local laws and regulations concerning freedom of association and collective bargaining.

OUR COMMITMENT

Yondr will periodically identify where our company activities could impact human rights, address those concerns, and embed human rights practices into our global culture as an ongoing commitment to our Yondr Values and to being a responsible business. Activities may also include incorporation of controls into third party business relationships, training for targeted "at risk" groups, and internal and external communications, including publications outlining the steps and measures we have taken in the reporting year.