

Human Rights Policy

At Ni-Met Inc, we are committed to upholding the highest standards of labor, human rights, and environmental sustainability across our operations. Our policy ensures a safe, ethical, and fair working environment for all employees while promoting responsible practices across our supply chain.

We recognize that sustainable recycling practices rely on the well-being, safety, and empowerment of our workforce. Our commitments align with international frameworks such as the United Nations Universal Declaration of Human Rights, ILO Conventions, and UAE labor laws, which guide our operations and corporate governance.

This policy is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs), which outline the duty of states to protect human rights, the responsibility of businesses to respect them, and the need for greater access to effective remedies for victims of business-related abuses. Ni-Met Inc affirms its commitment to uphold the corporate responsibility to respect human rights as defined in the UNGPs.

Health, Safety, and Environmental Integrity

Ensuring a safe and healthy workplace is a priority at Ni-Met Inc. We are committed to identifying, mitigating, and preventing occupational health and safety risks while continuously improving workplace conditions.

Qualitative Objectives:

- Conduct risk assessments in operations involving material handling and recycling processes.
- Provide PPE and mandatory safety/environmental training to all employees.

Quantitative Targets:

- Zero environmental violations annually.
- 70% reduction in recordable incidents by 2026.
- 100% annual safety/environmental training completion.

Fair Working Conditions & Compensation

We ensure fair remuneration, including social benefits, reasonable working hours, and conditions that fully comply with applicable legal requirements and internal company standards.

Qualitative Objectives:

- Comply with UAE labor laws regarding wages, shifts, and accommodations.
- Offer regulated shift patterns with proper overtime compensation.
- Promote work-life balance with structured shift rotations.

Quantitative Targets:

- 90% employee satisfaction on working conditions by 2026
- 50% reduction in overtime hours by 2026.

Career Development and Professional Growth

We invest in employee development by providing opportunities for career advancement, training, and mentorship programs.

Qualitative Objectives:

- Offer structured training on alloy sorting, equipment operation, and grading.
- Promote high-potential staff through supervisory training.

Quantitative Targets:

- 70% increase in technical training hours by 2026.
- 15% of leadership roles filled internally by 2030.

Respect and Equal Opportunity

We are dedicated to creating a workplace where everyone is treated fairly and with respect. Discrimination based on race, gender, ethnicity, religion, disability, age, sexual orientation, or any other factor is not allowed. We value diversity and ensure equal opportunities for all employees. Any form of disrespect or unfair treatment will not be tolerated.

Qualitative Objectives:

- Ensure nondiscriminatory hiring and promotion practices.
- Conduct regular inclusivity and anti-bias training.

Quantitative Targets:

- Zero tolerance on discrimination and harassment.
- Biannual workplace respect workshops for all employees.

Prevention of Forced or Child Labor

Prohibit all forms of forced labor, human trafficking, and child labor. We are firmly opposed to any form of forced labor or child labor and any form of slavery, including human trafficking. Employment relationships are fundamentally voluntary and can be terminated in compliance with the statutory or contractually agreed notice period.

Qualitative Objectives:

- Implement transparent hiring via licensed agencies.
- Conduct supplier audits on labor standards.

Quantitative Targets:

- 100% supplier compliance assessments by 2027.
- Zero forced or child labor cases across operations.

Human Rights Due Diligence

In alignment with the UNGPs, Ni Met Recycling implements ongoing human rights due diligence processes to identify, prevent, mitigate, and account for how we address our impacts on human rights throughout our operations and supply chain.

Qualitative Objectives:

- Integrate human rights impact assessments into operational and procurement practices.
- Review business relationships for human rights risks and terminate where compliance fails.
- Maintain grievance mechanisms accessible to all stakeholders.

Quantitative Targets:

- 100% of operations and major suppliers assessed human rights risks by 2027.
- Zero unresolved human rights-related grievances annually.

Responsibility and Remediation

The implementation of this policy is a shared responsibility across all levels of Ni-Met Inc:

- Management integrates labor, environmental, and human rights principles into strategic decisions.
- HR and Compliance oversee legal compliance and grievance handling mechanisms.
- Employees are encouraged to uphold values, report concerns, and use grievance channels confidentially.
- Affected individuals can access remedy through internal grievance systems or escalation to external bodies as needed.

Policy Review

This policy will be reviewed annually to ensure alignment with current labor standards, operational changes, and human rights expectations. Necessary updates will be implemented to enhance compliance and worker welfare.



Mr. Anil Shah
President

