

Human Rights Policy

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PURPOSE

The purpose of this policy is to define TMG's commitment to respect and comply with Human Rights as defined by the International Bill of Human Rights and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, including the provision of protective measures and avoidance of human rights violation of our employees, business relations, business partners and local communities where we conduct our operation activities.

Below principles apply not only to TMG's employees, but also throughout our supply chain.

A copy of this policy will be provided internally and externally. It will be communicated to our employees, shareholders, contractors, and suppliers.

POLICY

Respect of Human Rights

We treat all individuals with dignity and respect. Where we don't have direct control, we actively seek to promote compliance with this Policy. We commit to continuously and proactively identify, address and respond to unfavorable Human Rights impacts in which we might be possibly included. We are dedicated to comply with local laws and implement controls wherever we operate. Where national law and international Human Rights standards differ, we follow the higher standard.

Equality and Diversity

We treat all individuals with respect and make active efforts to ensure a good working environment characterized by equality and diversity.

We do not accept any form of discrimination of our own employees or others involved in our activities. We are dedicated to maintain our workplaces free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identity, marital status, or any other status protected by the laws or regulations in the locations where we operate.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind and harassment is unacceptable the workplace and in any work-related circumstance outside the workplace.

Forced and Bonded Labour

We are committed to prevent the use of forced, bonded or indentured labor, involuntary prison labor, slavery or human trafficking in our workplaces and throughout our supply chain.

Child Labour

Inside our organization, child labor will not be used under any circumstances. All employees must meet the minimum age requirement set by local laws. We intend to continue improving identification of and elimination of child labor in our supply chain detailed in our *Code of Conduct for Suppliers*.

Labour Practices

We are committed to compensate our employees competitively related to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

Safe & Healthy Working Conditions

We are committed to maintain a productive and safe workplace by minimizing the risk of accidents, injury and exposure to health risks and will engage with employees to improve health and safety in our workplaces.

Grievance

We wish to provide a comfortable, productive, safe, legal and ethical work environment. To this end, we want our employees to bring any grievances they have about the workplace to the attention of their supervisors and, if necessary, to upper level management (as detailed in our *Grievance Policy*).