



Human Rights & Equal Opportunity Policy

Policy ID: HR-001 | Version: 1.0 | Date: 14 October 2026

1. Purpose and Scope

IRGMYWAY recognizes the inherent dignity, equality, and fundamental rights of every person. This policy establishes the company's commitment to responsible business conduct and respect for human rights in its operations and relevant business relationships. It applies to employees and management and informs expectations for suppliers, contractors, and partners, subject to applicable law.

2. Core Commitments

IRGMYWAY commits to respecting internationally recognized human rights; providing equal opportunity and fair treatment; prohibiting unlawful discrimination, harassment, forced labor, human trafficking, and child labor; respecting lawful freedom of association; supporting safe and healthy working conditions; complying with applicable wage and working-time requirements; and protecting personal data and privacy.

3. Governance and Responsibilities

The Chief Executive Officer has ultimate executive oversight of this policy. Management is responsible for communicating expectations, assigning appropriate operational responsibilities, reviewing concerns, and periodically evaluating implementation. This statement does not claim that a separate board committee or formal certification currently exists.

4. Human Rights Due Diligence

IRGMYWAY will develop and maintain a proportionate approach to identifying and assessing potential adverse human rights impacts connected with its activities and business relationships. Where material risks are identified, the company will seek reasonable preventive or mitigating measures and review their effectiveness.

5. Suppliers and Business Partners

The company expects suppliers and business partners to respect applicable labor and human rights requirements. Relevant risks may be considered during supplier selection, project assessment, contracting, and periodic business reviews, taking into account the nature and scale of the relationship.



6. Grievances and Non-Retaliation

IRGMYWAY supports the development of accessible channels for good-faith reporting of human rights concerns. Reports should be considered fairly, with appropriate confidentiality and protection against retaliation. Where adverse impacts are confirmed, appropriate corrective action and remediation should be considered.

7. Monitoring, Training and Improvement

The company intends to review this policy periodically, develop appropriate employee awareness measures, and improve processes in light of identified risks, feedback, and applicable legal requirements. This policy does not represent an assertion that audits, certifications, training programs, or published human rights reports have already been completed.

8. Confidentiality and Compliance

Implementation shall respect legitimate privacy, contractual confidentiality, and applicable law. Confidentiality shall not be used to conceal unlawful conduct or prevent disclosures legally required by competent authorities.

9. Adoption and Review

This policy is issued as the company's initial Human Rights and Equal Opportunity Policy, effective upon authorized management approval. It should be reviewed as business needs and applicable requirements evolve.

MANAGEMENT APPROVAL

Hamid Bastamikatouli
Chief Executive Officer, IRGMYWAY
Approval date: 14 October 2026

Public copy. Handwritten signature and corporate seal omitted. This document is an internal company policy, not an independent certification.