



LABOUR POLICY

Riverstone is committed to uphold the human rights of workers, and to treat them with dignity and respect.

1) Freely Chosen Employment

Forced, bonded or indentured labour or involuntary prison labour is not to be used. All work will be voluntary, and workers should be free to leave upon reasonable notice.

2) Child Labour Avoidance

Child labour is not to be used in any stage of manufacturing. No workers of age under 16 shall be employed. Workers under the age of 18 shall not perform hazardous work.

3) Working Hours

Workers working hours shall comply with all applicable labour laws and regulations. Workers shall be allowed at least one day off per seven-day week.

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable labour laws and regulations.

5) Human Treatment

There is to no harsh and inhuman treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

6) Non-Discrimination

No discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training. In addition, workers or potential workers should not be subjected to medical tests that could be used in a discriminatory way.

7) Freedom of Association

Workers are free to associate, join or not join labour unions, seek representation, join workers councils in accordance to all applicable labour laws and regulations. Workers shall be able to communicate openly with management regarding working condition without fear of reprisal, intimidation or harassment.