Human Rights Policy

DISTRIBUTION

This Human Rights Policy is communicated to all employees. A copy is available at the Head Office, held in the sites folder, and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director.

REVISION HISTORY

Issue Number	Review Date	Changes	Signed
01	22/09/2023	Original version (draft)	
01	22/09/2023	Signed off	
01	20/09/2024	Review	
01	19/09/2025	Review	
02	20/05/2026	Address Updated	
02	18/09/2026	Review	

ZAM FM LTD is committed to upholding and promoting human rights principles in all aspects of our operations. We recognize the inherent dignity and equal rights of all individuals and are dedicated to creating a workplace and business environment that respects and protects human rights. This policy outlines our commitment to human rights and the principles that guide our actions.

Policy Statement:

Respect for Human Dignity:
We respect the inherent dignity of every individual and are committed to fostering a workplace culture that values diversity, inclusion, and equal opportunities for all.

Non-Discrimination:

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ZAM FM LTD prohibits discrimination based on race, color, ethnicity, gender, sexual orientation, gender identity, religion, disability, age, or any other protected status under applicable laws.

Labor Rights:
We uphold the right to freedom of association and recognize the importance of collective bargaining. Employees are free to join associations of their choice, and we are committed to engaging in fair labor practices.

Working Conditions:
ZAM FM LTD is dedicated to providing safe and healthy working conditions. We comply with applicable occupational health and safety laws and strive to continuously improve workplace safety.

Child Labor and Forced Labor:
We prohibit the use of child labor and forced labor in all our operations and supply chains. Our commitment extends to ensuring that our suppliers adhere to similar principles.

Fair Compensation:
We believe in fair and competitive compensation for all employees. Salaries and benefits are determined in accordance with local laws and industry standards.

Environmental Responsibility:
Recognizing the interconnection between human rights and environmental sustainability, we are committed to minimizing the environmental impact of our operations and promoting responsible environmental practices.

Privacy and Data Protection:
We respect the privacy rights of individuals and comply with data protection laws. Personal information is handled with care and confidentiality.

Implementation:

Training and Awareness:
ZAM FM LTD will provide training to employees to ensure awareness and understanding of human rights principles, policies, and procedures.

Reporting Mechanism:

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Establish a reporting mechanism for employees to raise concerns or report any violations of human rights within the organization. Whistleblower protections will be in place.

Supplier Engagement:
ZAM FM LTD will work with suppliers and business partners to promote human rights principles and encourage adherence to ethical practices.

Continuous Improvement:
We are committed to regularly reviewing and improving our policies and practices to align with evolving human rights standards and best practices.

Review and Accountability:
This Human Rights Policy will be reviewed periodically to ensure its continued relevance and effectiveness.

Conclusion:
ZAM FM LTD is committed to fostering a workplace culture and business practices that respect and promote human rights. This policy is an integral part of our commitment to social responsibility, and we encourage all employees and stakeholders to uphold these principles.

Managing Director

Name: Danish Iftikhar

Sign: 

Dated: 22/09/2023