

## Human Rights Policy

### Child Labour

“Under no circumstances, Galaxy shall employ workers under the minimum age for work as specified by the local, state and national laws.”

### Forced Labour

“Galaxy does not engage in the use of indentured, slave, bonded, or other forced involuntary labour. Work is conducted on the basis of freely agreed and documented terms of employment.”

### Discrimination

“Galaxy provides equality of opportunity and treatment to individuals without regard to race, colour, religion, sex, age, national or social origin, political affiliation, physical or mental disability, marital status, sexual orientation, or any other status protected by law, unrelated to individual’s ability to perform work.”

### Compensation

“Galaxy pays wages that meet or exceed the legal minimum standards or appropriate prevailing local industry standards. It also includes equal remuneration for men and women for work of equal value.”

### Working Hours

“Galaxy complies with applicable local, state and national laws and industry standards on regular and overtime working hours. All overtime work by employees is on a voluntary basis.”

### Harassment and Violence

“Galaxy treats its employees with dignity and is committed to provide a work environment that is free of physical, verbal, sexual, psychological or any other form of harassment. It prohibits any type of violence or threat of violence and corporal punishment in the workplace”.

### Health & Safety

“Galaxy is committed to have a workplace and operations that are safe, healthy, and environmentally sustainable as specifically set forth in its Safety, Health and Environment (SHE) policy.”

### Freedom of Association

“Galaxy recognizes and respects employees’ rights to freedom of peaceful association and collective bargaining. It also facilitates open communication and direct engagement between workers and management.”

### Legal Compliance

“At a minimum, Galaxy will comply with all applicable local, state and national laws regarding human rights where the company does business.”