



PRESKO POLICY ON HUMAN RIGHTS

OBJECTIVES:

The purpose of this policy is:

- To register into an official policy for Presco Plc, the commitment of Presco Management to promote human rights in the company
- To communicate with clarity the commitment of Presco Management to the promotion of human rights
- To ensure compliance with the company's human rights policy.

GUIDELINES AND METHODS:

Commitments

Presco Plc is committed to:

- Promote human rights for all.
- Do no harm to and avoid infringing on the human rights of others, and to address adverse human rights abuses where they may be linked to our activities.
- Avoid causing and contributing to adverse impacts through our own activities, and address them if they do occur through appropriate remediation.
- Seek to prevent and mitigate adverse impacts linked to our operations or our products.
- Promoting a good and harmonious environment in which all men and women can fully enjoy their human rights.
- comply with our own human rights policy

Scope

This policy applies to all Presco Plc workers (employees and contract workers) in all 4 estates, Obaretin, Cowan, Ologbo and Sakponba, and also includes visitors, students, and subcontractors inside and outside of normal scheduled working hours.

Policy Statement

It is our policy to support the rights of the individual.

Presco Plc supports the 1948 United Nations Universal Declaration on Human Rights (UDHR). This policy also echoes national laws such as the Labour Act that Presco Plc fully supports.



The UDHR contains a number of fundamental rights, which we aim to uphold in all circumstances, including:

- The right to be born equal in dignity and rights. (Art.1 of UDHR).
- The right not to be discriminated (Art. 2 UDHR). See also Presco Plc Policy on discrimination at the work place.
- The right to life, liberty and security (Art. 3 UDHR).
- Freedom from slavery and servitude. (Art. 4 UDHR).
- Freedom from torture, cruel, inhuman or degrading treatment or punishment. (Art. 5 UDHR).
- The right to legal recognition as a person. (Art. 6 UDHR).
- Freedom from arbitrary arrest, detention or exile. (Art. 9 UDHR).
- Freedom of thought, conscience and religion. (Art. 18 UDHR)
- Freedom of opinion and expression. (Art. 19 UDHR)
- The right to just and favourable conditions of work; the right to equal pay for equal work; the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity; the right to form and to join trade unions for the protection of his interests. (Art. 23).

Presco Plc recognizes that we have direct responsibility for the impact of our activities on our employees, suppliers, customers and the communities in which we operate. We work to protect human rights in our own operations through our internal policies and procedures.

Implementation

- **Communication.** This policy, and related information on human rights, will be communicated to all Presco Plc employees using the full range of communication methods available to the company.
- **Monitoring.** Presco Plc management will ensure that no conscious or unconscious violation of human rights occurs. If such was the case, Presco Plc management will put all its efforts to bring back sanity in the situation at hand.
- **Monitoring complaints.** Members who believe that they have suffered any form of violation to their human rights are entitled to raise the matter to their manager.
 - All complaints will be dealt with seriously, promptly and confidentially.
 - Every effort will be made to ensure that members who make complaints will not be victimised.
 - Victimisation will result in disciplinary action and may warrant dismissal.
 - Conscious violation of the human rights of other may also lead to disciplinary action or dismissal.
- **Documentation.** A system will be developed and implemented to collect eventual complains on breach of human rights and follow-up on them.
- **Review.** This policy will be revised as necessary in the light of eventual new laws and regulations.

Responsibilities



Presco

- Presco management is responsible for the effective implementation of this policy.
- We expect all members to abide by the policy and help to create a working environment in which all can fully enjoy their human rights.

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Managing Director

May 30th 2016