



Human Rights, Diversity and Inclusion Policy



We at LOG believe in the value of all human beings and their fundamental rights, as reflected in the [Universal Declaration of Human Rights](#), and in the principles set out in the [Declaration of Principles and Rights at Work](#) of the International Labor Organization (ILO). All in accordance to our [Code of Ethics](#).

We respect human beings wherever they are, without discrimination, harassment or unfairness and regardless of how they relate to our activities. At the same time, we work to promote a diverse and inclusive work environment out of understanding the business contribution inherent in it, alongside social, and encourage all our stakeholders to adopt these principles and values.

In December 2021, we joined the United Nations Compact Global Initiative (UNGC) defining the "Ten Principles of Business Responsibility" with an emphasis on human rights, and we report on our progress once a year.

To ensure the promotion and implementation of a diverse and inclusive work environment, we have set ourselves a goal that **by 2030, 8% of our total workforce will be composed of people with disabilities**.

Human rights and fair labor

All individuals deserve a fair and ethical workplace. One that respects, rewards and protects the rights of employees, their health and safety.

We oppose any discrimination based on race, skin color, religion, physical disability, national origin, age, sexual orientation, gender, gender identity and gender expression, marital status, marital status or any other characteristic of diversity. We will not tolerate any form of harassment, violence or threats among us.

We encourage all our stakeholders to give everyone an equal opportunity, encourage diverse employment and invest resources in personal development.

There will be no forced labor, Child employment, Modern slavery, human trafficking or any form of abuse.

All must take care for their employee's health and safety, and assure a safe workplace, free of harassment and abuse or any way of exploiting human beings.

We shall continue to follow all applicable laws and regulations with respect to working hours, overtime and days of rest, fair pay and legally mandated benefits.

LOG's Occupational Health and Safety Policy – [Click here](#)

Diversity and Inclusion

We respect and believe in the value of each individual. Our business was built on honesty, openness and acceptance of others views, culture, experience and knowledge – that is the only way we can thrive and develop our full potential.

We give everyone an equal opportunity, encourage employment diversity and invest resources in personal development. We believe that diversity will allow the uniqueness of each one of us to enrich and strengthen the work environment while adapting to the changes that apply in the business environment and the future labor market.

We encourage the promotion of multicultural, sectoral, inclusive and enriching shared work routines. In addition, we encourage diverse procurement - working with suppliers that promote diverse employment and / or represent diverse under-employed groups such as women-owned businesses, minorities-owned businesses, people with disabilities employment, etc.

Stakeholder Engagement

We commit to engaging with relevant external stakeholders to understand their concerns and potential impacts they perceive with focus on their human rights and D&I practices.

We expect our business partners, especially our suppliers, to uphold the same values and respect for people. We offer them collaboration, mutual consultation and initiating projects to address the needs of vulnerable or marginalized groups we work with.

We believe that an ongoing dialogue will set the road for improved human rights strategies and practices over time.

Ensuring policy implementation

- LOG's activities to promote a responsible and sustainable supply-chain supervised by the ESG Steering Committee established by a leading team of managers in the company and chaired by the company's CEO.
- LOG's Human Resources, Diversity and Inclusion Strategy managed by the VP of Human Resources.

Scope

LOG's Human rights and Diversity and inclusion policy serves as a declaration of its management and executive's commitment towards all our stakeholders and applies to all activities of the Company and its subsidiary throughout the entire value chain.

Policy communication and transparency

The policy is available to all of the Company's stakeholders on the Company's website.

We also publish an annual sustainability report in accordance with the standards of the "Global Reporting Initiative" (GRI) on LOG's website, in which we report transparently on material social indicators.

We invite our stakeholders to send suggestions and ideas for implementing solutions in the field to:
ESG@logpac.com

This Policy was last reviewed and updated in October 2024.