

Human Right Policy

The purpose of this to define reliance's commitment to respect Human Rights as defined by the International Bill of Human Rights and the International Labor Organization's (ILO). In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the local Labour Organization's Declaration on Fundamental Principles and Rights at Work. We Reliance squad PVT LTD, fully respect for the following human rights declared by sri lanka, Head of HR is responsible for implementing this policy in the facility, all kind of human rights issues /violations will handle by Head of HR and report accordingly. Human rights are based on the principles of respect for the individual. Human rights are the rights to which everyone is entitled-no matters who they are or where they live- simply because they are live.

1. We are all born free and equal
2. Don't discriminate
3. The right to life
4. No slavery
5. No torture
6. You have right no matter where you go
7. We're all equal before the law
8. Your human right is protected by law
9. No unfair detainment
10. We're always innocent till proven guilty
11. The right to privacy
12. Freedom to move
13. The right to asylum
14. Right to a nationality
15. Marriage and family
16. The right to ownership
17. Freedom to thought
18. Freedom of expression
19. The right to public assembly
20. Social security
21. Workers right

- 22.The right to play
- 23.Food and shelter for all
- 24.The right to education
- 25.Copy right
- 26.Health and safety
- 27.Fair wages/compensation
- 28.Right to form or join a trade union and to bargain collectively
- 29.Employment relationship
- 30.Child labour/minimum age workers/worst forms of child labour
- 31.Forced/bonded/compulsory labour
- 32.No harsh or degrading treatment/harassment
- 33.Maternity protection
- 34.Accessibility for persons with disabilities
- 35.Working conditions - including working hours
- 36.Responsibility
- 37.No one can take away your human right

OUR COMMITMENT

01. Respect for Human Rights

We emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain. Where we don't have managerial control, we actively seek to promote compliance with this Policy. We commit to continuously review and update policies and procedures to proactively identify, address and respond to unfavorable Human Rights impacts with which we are possibly included. We are dedicated to complying with pertinent laws and implement controls wherever we operate. Where national law and international Human Rights standards differ, we follow the higher standard.

02. Valuing Diversity

We value the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination

And harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, gender identity, HIV status, marital status, or any

Other status protected by the laws or regulations in the locations where we operate. Regardless of personal characteristics or status, Reliance does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Reliance employees but also throughout our supply chain.

03. Freedom of Association and Collective Bargaining

We respect our employees' right to associate or not associate with third-party organizations, join, form or not join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws, without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representative.

04. Freely Chosen Employment

We are committed to ensuring all work is voluntary. We take meaningful steps to prevent the use of forced, bonded or indentured labour, involuntary prison labour, slavery or human trafficking in our workplaces and throughout our supply chain.

05. Child Labor

Inside our organization, child labor will not be used under any circumstances. All employees must meet the minimum age requirement set by local laws. We intend to continue improving the identification of and elimination of child labor in our supply chain as detailed in our Child Labor Policy.

06. Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

07. Minimum Wage, Hours and Benefits

We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

08. Workplace Health and Safety

We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks and will engage with employees to improve health and safety in our workplaces.

09. Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

We continually evaluate and review how best to strengthen our approach to addressing human rights, including Labour rights. We believe that working through external initiatives and partnerships, for example with other industries, suppliers and other business partners, is often the best way to address shared challenges.

Communicating Complaint and Grievance Procedures

Procedures

Employees are encouraged to talk to each other to resolve their problems. When this isn't possible, employees should know how to file a

grievance:

1. Communicate informally with their direct sector manager. The sector manager will try to resolve the problem. When employees want to

complain about their sector manager, they should first try to discuss the matter and resolve it between them. In that case, they're advised to

request an informal meeting. Sector manager should try to resolve any grievance as quickly as possible. When they're unable to do so, they

should refer to the HR department and cooperate with all other procedures.

2. If the grievance relates to a supervisor behavior that can bring disciplinary action (e.g. sexual harassment or violence), employees should

refer directly to the HR department or the next level supervisor.

3. Accommodate the procedure outlined below The HR department (or any appropriate person in the absence of an HR department) should

follow the procedure below:

1. Ask employee to fill out a grievance form

2. Talk with the employee to ensure the matter is understood completely

3. Provide the employee who faces allegations with a copy of the grievance

4. Organize mediation procedures (e.g. arranging a formal meeting)

5. Investigate the matter or ask the help of an investigator when needed

6. Keep employees informed throughout the process

7. Communicate the formal decision to all employees involved

8. Take actions to ensure the formal decision is adhered to

9. Deal with appeals by gathering more information and investigating further

10. Keep accurate records

Quality Policy

Reliance Squad Security (PVT) Ltd is both flexible and responsive in the provision of security services and solutions. This is delivered by a highly experienced and progressive thinking management structure, supported by specialist teams throughout the country, demonstrating loyal and unrivalled day to day operations to its portfolio of clients.

We pride ourselves that we offer a personal service to our clients and ensure that the working relationship is effective and dynamic. We provide the corporate security Commercial/ Industrial security, Retail security, Executive protection Close protection team/body guards/VIP escort, Special event security, Security reviews Security audits/survey, Mobile security patrols.

We are committed to maintain service quality, Safety and legality which comply with the requirement of ISO 9001:2015 and ISO 18788:2015 standard.

This shall be achieved by

- Comply with the relevant statutory, regulatory and customer requirement
- Satisfy applicable legal requirement and other requirements, including voluntary commitments to which the organization subscribes and our interested parties while achieving quality and security operation objectives.
- We are commitment to continual improvement of the quality and security operation management system.
- Maintain a policy of paying attention to the needs of its customers and risks and opportunities that can affect conformity of product and service.
- Continuously review & improve policies, standards, procedures and objective to effectively manage quality and security operation management system associated with changes in the factors concerned while considering objectives of interested parties.