



At *USpharma Ltd*, we believe that business has a profound role to play in shaping a better, more just world. Central to this vision is our unwavering commitment to uphold and promote human rights in all our operations, dealings, and relationships. This commitment is founded on universally recognized human rights principles, particularly the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, and the principles put forth by the United Nations Guiding Principles on Business and Human Rights.

Our Commitment:

1. **Non-Discrimination and Equality:** We uphold the principle that all individuals are equal and must be treated with respect and dignity. We prohibit any form of discrimination based on race, color, gender, nationality, age, disability, religious beliefs, sexual orientation, or any other protected status.
2. **Labor Rights:** We ensure that all our employees have the right to freedom of association, collective bargaining, and are free from forced or child labor. We promote safe and healthy working conditions, fair wages, and reasonable working hours.
3. **Safety and Health:** We prioritize the safety and well-being of all our stakeholders, from our employees to the communities in which we operate. We continually strive to maintain a safe environment and promote health and well-being.
4. **Freedom of Expression:** We respect the right to freedom of thought, conscience, and expression. We support open dialogue and the free flow of information in all our operations.
5. **Right to Privacy:** We value and protect the personal data of our employees, customers, and partners. Our data management and security processes are designed to respect individual privacy rights.
6. **Community Engagement:** We are committed to being a responsible neighbor in the communities where we operate. We engage with communities openly, listen to their concerns, and work collaboratively to address any impacts our operations might have.
7. **Supply Chain Integrity:** We expect our business partners and suppliers to uphold the same human rights standards we commit to. Regular audits and checks ensure that our supply chain aligns with our human rights values.

We understand that with commitment comes accountability. We will conduct regular reviews and assessments of our operations to ensure we are aligning with our human rights commitments. We encourage open reporting of any potential or actual human rights infringements and will act promptly to investigate and rectify any violations.

At *USpharma Ltd*, human rights are at the core of our values. We pledge to continuously evaluate and improve our practices, listen and respond to our stakeholders, and foster a culture that prioritizes respect, dignity, and justice for all.