

# GOLDEN ARGOSY LLC

# HUMAN RIGHTS AND WORKING CONDITIONS

## Introduction

This policy outlines our commitment to upholding human rights and ensuring fair and ethical working conditions for all employees, contractors, and workers within our supply chain, in accordance with international standards and local laws. Argosy recognizes the importance of protecting fundamental human rights, including those related to child labor, forced labor, freedom of association, non-discrimination, and equal opportunity. Argosy conducts regular audits, training, and reviews to ensure that these standards are met.

## Key Principles

### 1. Child Labor and Young Workers

Argosy prohibits the employment of any individual under the legal minimum age for work in their respective country, as well as any involvement in hazardous or exploitative work. Argosy adheres to all applicable laws regarding the employment of minors and prohibits the employment of individuals under the legal working age in accordance with the International Labour Organization Minimum Age Convention and shall ensure that child labor is prohibited.

### 2. Wages and Benefits

Argosy provides fair and equitable compensation for work performed, ensuring that wages are in line with or exceed the minimum wage requirements set by local laws. Argosy's compensation packages provide employees with sufficient income to cover their living expenses and maintain a decent standard of living. In addition, employees are entitled to benefits such as health care, social security, and other legally mandated benefits.

### 3. Working Hours

Argosy complies with all applicable laws regarding working hours, overtime, and rest periods. Employees are not required to work excessive hours, and Argosy ensures that overtime is compensated according to legal requirements. Workers have the right to adequate rest periods, including annual leave and public holidays, to maintain their physical and mental well-being.

### 4. Modern Slavery

Argosy prohibits all forms of modern slavery, including slavery, servitude, forced or compulsory labor, and human trafficking. We do not tolerate the use of forced labor in any form and are committed to ensuring that all individuals working within our operations are doing so voluntarily and with full consent. Argosy works diligently to identify and eliminate any risk of modern slavery in our supply chain.



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### 5. Ethical Recruiting

Argosy is committed to ethical recruitment practices, ensuring that all recruitment processes are transparent, fair, and non-exploitative. Workers will not be subject to fees, threats, or deceit during recruitment. Argosy ensures that all workers are informed about the terms and conditions of employment and are not subjected to any form of coercion during the recruitment process.

### 6. Freedom of Association and Collective Bargaining

Argosy respects and supports employees' rights to freely associate, form, and join trade unions of their choice. Employees are also free to engage in collective bargaining to protect their interests in the workplace. Argosy will not discriminate or retaliate against workers for exercising these rights.

### 7. Non-discrimination and Harassment

Argosy is committed to creating a work environment that is free from discrimination, harassment, and any form of bullying. Argosy promotes equality and ensure that all employees, regardless of their race, gender, religion, sexual orientation, disability, or any other characteristic, are treated with respect and dignity. Argosy has clear procedures for employees to report incidents of discrimination or harassment.

### 8. Women's Rights

Argosy is committed to the empowerment of women in the workplace and ensure that women have equal access to employment opportunities, fair wages, promotions, and benefits. Argosy provides a workplace free from gender-based discrimination, sexual harassment, and exploitation. Argosy supports policies that ensure a safe and supportive environment for women.

### 9. Diversity, Equity, and Inclusion

Argosy recognizes and value diversity in the workforce, ensuring that all individuals, regardless of their background, have an equal opportunity to succeed. Argosy promotes a culture of inclusion and equity, where employees from diverse backgrounds can thrive, contribute, and succeed without bias or discrimination.



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### 10. Rights of Minorities and Indigenous Peoples

Argosy is committed to respecting and protecting the rights of minorities and Indigenous peoples in the workplace and in our supply chain. This includes respecting their cultural traditions, land rights, and participation in decision-making processes that affect them. Argosy strives to ensure that any actions or policies related to Indigenous and minority groups are conducted with their informed consent.

### 11. Land, Forest and Water Rights and Forced Eviction

Argosy respects the rights of communities to land, forests, and water resources, and Argosy is committed to avoiding forced evictions. Argosy will engage with communities in a manner that is consultative, transparent, and based on mutual respect. Any development that affects land, forests, or water resources will be conducted in consultation with local communities, ensuring that their rights are fully respected.

### 12. Use of Private or Public Security Forces

Argosy ensures that any use of private or public security forces to protect our operations is conducted in a manner that respects human rights and adheres to applicable laws and regulations. Security forces are expected to operate with respect for the dignity of all individuals and avoid the use of excessive force. Argosy prohibits the use of security forces to intimidate or harm workers, local communities, or other stakeholders.

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Golden Argosy LLC is dedicated to communicating the directives and objectives outlined in this policy to everyone within the organization, including suppliers, subcontractors, and business partners. Regular audits, training, and reviews are conducted to ensure that these standards are continuously met.



Paul Marks

CEO and Executive Chair

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