

Human Rights Policy

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Introduction and Purpose

Alight is dedicated to embedding human rights principles throughout our operations, supply chain, and interactions with stakeholders. By upholding the commitments outlined in this document, we aim to foster an environment where human rights are respected, protected, and promoted, contributing to a more just and equitable world.

We are committed to upholding and promoting human rights in all aspects of our operations. We recognize that respecting human rights is not only a fundamental moral obligation, but also a crucial element in maintaining our social license to operate and build sustainable relationships with our stakeholders. This comprehensive human rights policy outlines our commitments and actions to ensure the protection of human rights within our company and throughout our value chain.

Audience and Scope

This policy applies to Alight colleagues, as well as the conduct of customers, vendors, suppliers, and contractors of Alight while working with Alight colleagues.

Policy Statement

This Policy sets out Alight's position with respect to human rights, and sits alongside our Code of Conduct, Health and Safety Policy, Modern Slavery Statement, and Supplier Code of Conduct. Our statements below draw on the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Fundamental Principles

Alight commits itself to human rights through:

Universality

- We affirm the universal nature of human rights as enshrined in international law, including the Universal Declaration of Human Rights and the International Bill of Human Rights.
- We respect and recognize the dignity, equality, and freedom of all individuals, regardless of their race, color, religion, sex, gender, age, disability, national origin, sexual orientation, or any other characteristic.

Non-Discrimination

- We are committed to providing equal opportunities and fair treatment to all employees, customers, contractors, and stakeholders.
- We will not engage in or tolerate any form of discrimination, harassment, or retaliation based on protected characteristics.

Diversity and Inclusion

- We value and embrace diversity in our workforce and promote an inclusive culture that respects and appreciates the unique perspectives and contributions of all individuals.
- We will strive to create a workplace that fosters diversity, equal opportunity, and advancement for all employees, irrespective of their backgrounds.

Freedom of Association

- We recognize and respect the rights of our employees to associate freely, form or join trade unions or worker organizations, and engage in collective bargaining where permitted by law.
- We will not interfere with these rights or discriminate against employees who exercise them.

Workplace Conditions

Employment Practices

- We will maintain fair, safe, and healthy working conditions for all employees.
- We will comply with applicable labor laws and standards, including those related to working hours, wages, benefits, and occupational health and safety.
- We will provide training and resources to our employees to ensure they understand their rights and responsibilities.

Forced Labor and Child Labor

- We strictly prohibit the use of forced, bonded, or involuntary labor in any part of our operations or supply chain.
- We will not employ anyone below the legal working age or engage in any form of exploitative child labor.
- We will work diligently to verify and monitor compliance by our suppliers and subcontractors.

Harassment and Abuse

- We are committed to maintaining a work environment free from all forms of harassment, abuse, or intimidation. This includes sexual harassment, verbal or physical abuse, threats, or any other behavior that creates a hostile or offensive atmosphere.
- We encourage employees to report any such incidents promptly, and we will investigate and address them in a timely and confidential manner.

Supply Chain Responsibilities

Supplier Engagement

- We expect our suppliers and business partners to share our commitment to human rights and adhere to similar principles.
- We will assess potential suppliers based on their compliance with human rights standards, including labor practices, environmental impact, and ethical conduct.

Due Diligence

- We will conduct due diligence to identify, prevent, and mitigate human rights risks within our supply chain. This may include assessments, audits, and regular monitoring of suppliers' practices.
- We will provide guidance and support to suppliers to help them improve their human rights performance.

Community Engagement

Local Communities

- We recognize the importance of engaging with local communities and respecting their rights, cultures, and traditions.
- We will strive to be good neighbors and contribute positively to the communities where we operate.
- We will engage in dialogue, conduct impact assessments, and support community development initiatives to ensure that our operations align with local needs and aspirations.

Indigenous Rights

- In areas where we interact with indigenous communities, we will respect and recognize their rights to land, resources, and cultural heritage.
- We will engage in meaningful consultation and seek their free, prior, and informed consent for any activities that may affect them.

Transparency and Reporting

Communication

- We will communicate our commitment to human rights to all employees, customers, suppliers, and stakeholders.
- We will provide accessible channels for dialogue, education, and awareness-raising on human rights issues.

Reporting

- We will report periodically on our human rights performance, both internally and externally via our Global Impact Report. This report outlines the steps taken and progress made regarding the promotion and protection of human rights.

Continuous Improvement

- We will continuously review and improve our human rights policies, procedures, and practices based on ongoing evaluation, stakeholder feedback, and emerging best practices.

Reporting Violations

Alight colleagues, suppliers, and contractors have a responsibility to report violations of this policy, and, if requested, cooperate in internal investigations. Failure to report violations of the policy may result in corrective action, up to and including termination of employment.

Any violations of this policy should be reported to the [Ethics Helpline](#). Retaliation against individuals raising concerns about violations of this policy are strictly prohibited.

Applicable Policies/Standards

Code of Conduct

Ontario Human Rights Code

Sexual Harassment Policy

Document History

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