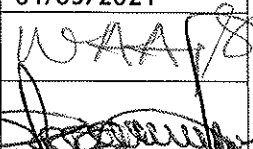
	HUMAN RIGHTS POLICY		Revision #: 2.0
			Effective Date: 01/03/2021
	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 01/03/2021	
Document #: 4.1.1.	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/03/2021	

1.0 Policy Statement

Respect for human rights is a fundamental value at PSG. PSG strives to respect and promote human rights in accordance with the UN Guiding Principles on business and human rights in the relationships with its employees and other stakeholders.

PSG's aim is to help increase the enjoyment of human rights within the communities in which it operates. This Human Rights policy elaborates on the requirements within its Code of Ethics Policy to treat everyone at PSG and everyone with whom it comes into contact with fairness, respect and dignity. This Policy is guided by the Universal Declaration of Human Rights, including those contained within the international Bill of rights and International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at work as well as Ghana's 1992 Constitution.

2.0 Scope


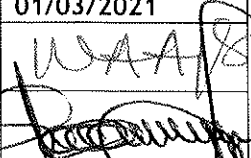
This Policy applies to all PSG employees, contractors, service providers, and third party workers. In implementing this Policy, PSG is subject to the laws of Ghana and is further committed to complying with all such applicable laws. PSG's policy is that, where national and international human rights standards differ, we will follow the higher standard: where they conflict, PSG will adhere to national laws, while seeking ways to respect international human rights to the greatest extent possible.

Where local law prohibits PSG from upholding certain aspects of this policy, it will comply with these local laws while continually seeking to respect and protect human rights. PSG strives to prioritize the management of the human rights impacts of its own business based on the operational context, its leverage and business relationships. As a result, PSG concentrates on its own operations and contractors/suppliers, most specifically on human rights related to labour conditions. PSG, however, recognizes that other human rights issues may become greater priorities over time and will regularly review its focus areas.

3.0 Guidelines

PSG commits to:

- Recognize and respect the rights of all workers, including the workers of contractors, temporary workers or migrant workers. Its commitment is further manifested in policies such as Code of Ethics Policy, Sexual Harassment Policy, Child Labor Policy, Safety and Healthy Workforce Policy, amongst others.
- Conduct its Business in a manner that respects the rights and dignity of all people whilst complying with all legal requirements.

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- Treat everyone who works for PSG fairly and without discrimination. Its employees, contract staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- Respect freedom of association and ensure no forced or bonded labour. Where its employees wish to be represented by workers' union, PSG will cooperate in good faith with the bodies that its employees collectively, choose to represent them within the appropriate national legal frameworks.
- Recognize and respect the rights of local and indigenous communities by respecting their cultures, customs, values and land tenure rights. PSG commits to obtaining Free, Prior and Informed Consent from local communities before commencing new operations and commit to open, transparent, fair and equitable conflict resolution.
- Respect the rights of people in the communities impacted by its activities and maintain a transparent and open dialogue with them. PSG will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- Seek to make contractual commitments with contractors/suppliers that encourage them to adhere to the same principles.
- Ensure the provision of security is consistent with the Laws of Ghana and using security services only where necessary.
- Continue to build awareness and knowledge of its employees and all stakeholders on human rights, especially on labour rights and encouraging them to speak up, without retribution, about any concerns they may have, including prohibiting retaliation against Human Rights Defenders (HRDs) and whistleblowers.

NB: PSG Limited, as a responsible corporate entity, does not engage persons less than 18 years, neither does it engage in trafficked labour.

PSG, in the course of its operations, prohibits involuntary overtime, penalty for the termination of Employee's employment, debt bondage and withholding of Employee's wages.

PSG, in its activities, ensures that the rights of its Employees, Contractors and Suppliers are respected and protected.

PSG Limited provides a working environment that is free of all forms of discrimination and harassment.