



VERUS CONSTRUCTION SERVICES INC.

Human Rights and Social Policy and Implementation Procedures

INTRODUCTION:

Our Human Rights and Social Policy and Implementation Procedures are developed to ensure the rights, ethical treatment and freedoms of employees, subcontractors and business partners. Respecting human rights and protecting workplace rights is fundamental to our culture and imperative for any sustainable business. Internally and across our network, we strive to treat all people with dignity and respect. Employees and stakeholders who do not comply with our Human Rights and Social Policy Implementation Procedures will not be considered for future business.

We developed our Human Rights and Social Policy and Implementation Procedures to focus on the following areas:

- I. Human Rights & Social Performance Standards
- II. Implementation Procedures

HUMAN RIGHTS AND SOCIAL POLICY AND IMPLEMENTATION PROCEDURES:

I. Human Rights & Social Performance Standards

We are dedicated to ethical business practices that are in accordance with international human rights standards and comply with all local human rights legislation. We respect all human rights in order to protect those who work for and with us. Understanding and acceptance of our Human Rights & Social Performance Standards must be shared by our employees and stakeholders.

In order to ensure humane, equal and ethical work practices, we strictly comply with:

- i) International & Local Human Rights Standards
 - a. We comply with or exceed all tenets set forth by international and local human rights legislation.
 - b. We respect and adhere to the Universal Declaration of Human Rights as composed by the United Nations. These inalienable human rights include, but are not limited to:
 1. The right to be free of inhumane treatment, including verbal abuse (Article 5)
 2. Freedom of association (Article 20)

3. Freely-chosen employment (Article 23)
4. Freedom from discrimination (Article 23)
5. The right to reasonable working hours (Article 24).

ii.) Minimum Wage and Benefits Legislation

- a. No employees will be paid below minimum wage as dictated by the United States government.
- b. All employees will receive employment benefits for their continued employment.

ii) Diversity, Equality & Nondiscrimination Policies

- a. We are committed to retaining diversity and provide equal employment opportunities to all employees, job applicants and stakeholders regardless of age, race, color, sex, physical appearance, age, sexual orientation, culture, national origin or disability.
- b. No employees will be discriminated against for any reason.
- c. All employees are equals and will be treated as such.

iii.) Never using child or underage labor

II. Implementation Procedures

We reserve the right to investigate employees and stakeholders' compliance with our Human Rights and Social Policy and Implementation Procedures. We strive to be fair, efficient, thorough and confidential to the fullest possible extent during investigations. Any parties that are found to be non-compliant with the Human Rights and Social Policy and Implementation Procedures will not be considered for future business.