

I. HUMAN RIGHTS POLICY

Shine Trade Pvt.Ltd is committed to create and support cultural and work environment in which people have opportunities to do their best work.

- The Company adopts the policy of self-employment opportunities to eliminate the child labor.
- The Company conducts the programs for increasing participation of workers in Management.
- The Company identifies and select new requirement for training and operations assessments specific where human rights issues are more prevalent.
- The Company adopts the policy to protect personnel and assets by providing a secure environment where business operations can be successfully conducted.
- The Company policies and procedures adhere to all applicable domestic laws and are consistent with ILO core labor principles concerning freedom of association, nondiscrimination, forced labor, and underage workers in the workplace.
- The Company interacts with communities in a manner that respects human rights and is consistent with the spirit and intent of the policy.
- The Company adopts the policy of identifying gaps and alerts the company to new areas of risk.

A circular stamp of Shine Trade Pvt. Ltd. is placed over a handwritten signature. The stamp contains the company name and "Kathmandu, Nepal" around the perimeter. The signature is written in black ink and appears to be "Preeti Singh Kayestha".

Preeti Singh Kayestha
Director