


Social Responsibility and Integrity Policy			
RTR SMART AS	Document Number:	RTRS-INT-SRIP-001	
	Revision Number:	01	
	Revision Date:	05.07.2023	

This policy defines RTR SMART's absolute commitment to upholding Social Responsibility and Integrity towards those who can either be directly or indirectly affected by our business activities. We will work diligently to prevent and address any adverse impacts on human rights and contribute to the well-being and dignity of individuals and communities affected by our business activities.

Purpose

At RTR SMART, we are committed to upholding the principles of the United Nations Guiding Principles on Business and Human Rights (UNGP's). We recognize that businesses have a responsibility to respect human rights and contribute to sustainable development. This Social Responsibility and Integrity Policy outlines our commitments to ensure the protection and promotion of human rights throughout our operations.

Commitment

We commit to respect human rights as set forth in the UNGP's and other relevant international standards and/or local laws. We will integrate these principles into our business strategies, policies, and practices, ensuring that human rights considerations are part of our decision-making processes.

Due Diligence

We will conduct ongoing human rights due diligence to identify, prevent, mitigate, and address any adverse human rights impacts associated with our operations and business relationships. This includes assessing and addressing potential risks, engaging with stakeholders, and monitoring the effectiveness of our actions.

Non-Discrimination and Equal Opportunity


We will promote a workplace culture that respects diversity and inclusion, ensuring that all individuals are treated with dignity and respect. We will not tolerate discrimination based on factors such as race, color, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

Labour and Employment Rights

We are committed to ensuring fair and safe working conditions for all employees, contractors, and subcontractors. We will comply with applicable labour laws and standards, including those related to minimum wage, working hours, occupational health and safety, and freedom of association. We will not engage in any form of forced or child labour.

Supply Chain Responsibility

We recognise the importance of responsible sourcing and will work to ensure that our supply chains are free from human rights abuses. We will assess and address human rights risks within our supply chains, collaborate with suppliers to improve their practices, and support capacity-building initiatives to promote responsible sourcing.

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Freedom of Expression and Privacy

We respect the rights to freedom of expression and privacy. We will protect the privacy and confidentiality of personal data in our possession, adhere to applicable data protection laws, and promote open communication within our organisation and with external stakeholders.

Community Engagement and Consultation

We will engage with communities affected by our operations, seeking their input and considering their perspectives in our decision-making processes. We will strive to build constructive relationships with local communities, respecting their cultural heritage, land rights, and right to self-determination.

Remediation and Grievance Mechanisms

We will establish effective grievance mechanisms to receive and address complaints related to human rights issues. We will ensure that these mechanisms are accessible, transparent, and provide appropriate remedies for those adversely affected by our operations.


Reporting and Transparency


We are committed to transparency and will regularly report on our efforts to respect human rights. We will disclose relevant information about our policies, practices, and performance, allowing stakeholders to assess our progress in meeting our commitments.


Continuous Improvement

We recognise that respecting human rights is an ongoing process. We will continually review and improve our policies, procedures, and practices to enhance our human rights performance. We will engage with external stakeholders, share best practices, and participate in collaborative initiatives to advance the respect for human rights.

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