

HUMAN AND LABOR RIGHTS POLICY

E. Chabot is committed to respecting and enforcing all human rights in our operation as well as all our business relationships in accordance with UN Guiding Principles on Business and Human Rights. This policy covers the following key elements.

1. All forms of violence and harassment in the workplace are strictly prohibited including but not limited to sexual or physical harassment mental verbal or sexual abuse. We will not tolerate any intimidation or retaliation of any kind in the reporting of these abuses.
2. We will never engage in our knowingly support child labor or any form of child abuses. Including but not limited to bonded labor, human trafficking, underage children and deceptive recruitment.
3. E. Chabot will assure that all employees are provided with a safe work environment by assessing risks and taking all necessary measures to eliminate and correct when needed.
4. We will provide all employees with fair terms of employment regarding wages, hours and legally mandated benefits.
5. We will respect the rights of employees to associate freely and enter collective bargaining.
6. All forms of discrimination are prohibited including but not limited to discrimination based on race, color, ethnicity, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, parental or pregnancy status, physical appearance or any other personal attribute unrelated to work requirements.

7. E.Chabot respects the rights of our employees and encourages any employee who feels their rights were violated to report it immediately to our designated grievance email address.

Bribery and Corruption

We prohibit bribery and corruption in all our business practices and transactions carried out by employees and by agents acting on our behalf. For the purpose of this policy, bribery is defined as giving, offering or receiving any undue advantage to or from.

1. A public or government official
2. A political candidate, party or official
3. Any private sector employees, directors or officers, or their agents or representatives.

Anti- Money Laundering and Finance of Terrorism:

We commit to not engaging in or contributing to money laundering or the finance of terrorism. We will consistently monitor transactions for unusual or suspicious activity.

Environmental Statement:

E. Chabot will work effectively to eliminate waste and use natural resources whenever possible.

If you have any questions please email me to ezra@echabot.com or call me 212-575-1026 x118

Sincerely,

Ezra Shabot

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