

HUMAN RIGHTS POLICY



Civtec proudly recognises the importance of sharing all cultures by firstly acknowledging the traditional owners of this land.

Our commitment relies on achieving several key strategies that will shape our ongoing relationships for all stakeholders and their communities. These relationships are based upon our Civtec values, through which we seek meaningful engagement, trust and mutual benefit.

Our strategies include:

- Building enduring relationships based on balancing cross-cultural acknowledgment and sustainable business growth.
- Enabling our Senior leadership to drive and deliver on our journey for Reconciliation.
- Fostering leadership that inspires a business culture that embraces a culturally diverse workplace and inclusive working environment.
- Securing opportunities for employment which reflect the shared expectations of our business, clients and stakeholders.
- Provide upskilling pathways that deliver career advancement but also build capability of Future local business leaders.
- Developing sound local business partnerships through the innovative procurement from and growth of local Uganda businesses.

Civtec's commitment to these key strategies rely on continual collaboration with Ugandan people and their communities. Through our engagement with Local Peoples, we seek to contribute to their sustainable long-term economic empowerment, social development needs, and cultural well-being.

CIVTEC & SUBCONTRACTORS shall at all times ensure that working conditions shall not infringe human dignity principles or any other fundamental rights, as defined and protected by the UNO "Universal Declaration of Human Rights" and the International Labour Organization core principles.

A handwritten signature in blue ink, appearing to read 'Castro Kagina Taremwa'.

Castro Kagina Taremwa
Chief Executive Officer
Civtec Construction and Engineering

JANUARY 2021