

Cahir AI LLC Human Rights Policy Statement

Policy Overview

Cahir AI LLC is committed to upholding and promoting internationally recognized human rights standards in all aspects of our operations. We recognize our responsibility to respect human rights and to avoid complicity in human rights abuses. This policy outlines our commitment to human rights and sets forth the principles and practices we adhere to in order to ensure that our operations positively contribute to the realization of human rights.

Commitment and Scope

Our commitment to human rights applies to all individuals involved in our operations, including employees, officers, contractors, suppliers, vendors, and customers. We strive to ensure that our business practices are consistent with the principles of human rights as outlined in international conventions, such as the International Bill of Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Key Principles

1. Respect and Dignity

We believe that every individual should be treated with respect and dignity. Our workplace is free from harassment and unlawful discrimination. We are committed to creating an inclusive environment that values diversity and promotes equal opportunity for all employees.

2. Safe and Healthy Workplace

Cahir AI LLC is dedicated to providing a safe and healthy work environment. We comply with all applicable health and safety laws and regulations and take proactive measures to prevent workplace hazards, including violence and threats of violence.

3. Ethical Business Conduct

Our Code of Business Conduct reflects our commitment to ethical practices. We expect all employees and business partners to adhere to these standards, which include prohibitions against forced labor, human trafficking, and child labor.

4. Supplier and Partner Engagement

We strive to work with suppliers and partners who share our commitment to human rights. We incorporate human rights considerations into our supplier onboarding processes and contractual agreements, ensuring that our partners uphold similar ethical standards.

5. Community and Stakeholder Responsibility

We recognize our responsibility to the communities in which we operate. We engage with local communities to understand and mitigate any adverse human rights impacts of our operations. We also support community activities that promote human rights and social well-being.

6. Freedom of Association and Collective Bargaining

Cahir AI LLC respects the rights of workers to form and join trade unions of their choice, to bargain collectively, and to engage in peaceful assembly. We are committed to maintaining an open and constructive dialogue with our employees and their freely chosen representatives. We do not discriminate against or penalize workers for their union membership or activities.

7. Fair Compensation and Living Wage

We are committed to providing fair compensation to all our employees. Cahir AI LLC recognizes the importance of a living wage in ensuring the well-being of our workforce and their families. We strive to ensure that wages meet or exceed the legal minimum standards and are sufficient to cover basic needs and provide some discretionary income. We regularly review our compensation practices to ensure they align with living wage standards in the regions where we operate.

8. Elimination of Discrimination Against Women

Cahir AI LLC is dedicated to eliminating all forms of discrimination against women. We adhere to the principles of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and are committed to fostering a workplace that promotes gender equality and empowers women. We actively work to remove barriers to women's participation in all levels of our organization and ensure equal opportunities for advancement and leadership roles.

9. Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities

Cahir AI LLC recognizes and respects the rights of persons belonging to national or ethnic, religious and linguistic minorities. We are committed to fostering an inclusive environment that values and celebrates diversity in all its forms. We adhere to the principles outlined in the United Nations Declaration on the Rights of Persons Belonging to National or Ethnic,

Religious and Linguistic Minorities and strive to ensure that all individuals, regardless of their background, are treated with dignity and have equal opportunities within our organization.

Implementation and Accountability

To ensure the effective implementation of our human rights commitments, Cahir AI LLC will:

- **Integrate Human Rights into Policies and Procedures:** Embed human rights considerations into our operational policies and procedures to ensure they are reflected throughout our business operations.
- **Training and Awareness:** Provide regular training to employees and partners on human rights issues and our related policies and procedures.
- **Monitoring and Reporting:** Establish mechanisms for monitoring compliance with our human rights policy and for reporting and addressing any violations. Employees and stakeholders are encouraged to report concerns through our confidential reporting channels without fear of retaliation.
- **Continuous Improvement:** Regularly review and update our human rights policy and practices to reflect evolving standards and stakeholder expectations.

Public Commitment

Cahir AI LLC's human rights policy is publicly available and communicated internally and externally to ensure transparency and accountability. We are committed to engaging with stakeholders, including employees, customers, and communities, to continuously improve our human rights practices and to contribute positively to the global human rights agenda. By adopting and implementing this human rights policy, Cahir AI LLC demonstrates its commitment to respecting and promoting human rights, thereby contributing to a more just and equitable society.