

Interlink Software Services Ltd

Human Rights Policy

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We are committed to respecting all internationally recognised human rights as relevant to our operations.

Ethical Business Conduct

Interlink Software Services Ltd policy requires that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

Protection of the Rights of Children

Interlink Software Services Ltd's Child Labour Policy condemns all forms of exploitation of children. The Company does not recruit child labour, and supports the elimination of exploitative child labour.

Protection of the Rights of Associates

Interlink Software Services Ltd supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Interlink Software Services Ltd further supports the elimination of all forms of forced, bonded or compulsory labour and the freedom of association and the right to choose a collective bargaining representative, if desired. Interlink Software Services Ltd will also provide a safe and healthy working environment for all its associates.