

Automotive Precision Technology (APT), recognizing the inherent dignity and equal rights of all individuals, is committed to upholding human rights, and promoting gender equality. This commitment aligns with international standards, including the United Nations (UN) Guiding Principles on Business and Human Rights (Regulations and Conventions) that emphasize the importance of gender responsiveness in policy development. This document serves as a formal declaration of our commitment to integrating a gender-responsive approach into our policies, ensuring that they comply with UN regulations on human rights.

## 1. Purpose and Scope:

This policy commitment aims to:

- a. Affirm our dedication to respecting and protecting human rights, with a specific focus on promoting gender equality.
- b. Provide a framework for the development, implementation, and evaluation of gender-responsive policies across all facets of APT.
- c. Align with and adhere to UN regulations related to human rights, with a focus on gender-specific considerations.

## 2. Principles:

We are guided by the following principles:

- a. The APT is dedicated to eradicating discrimination, including gender-based discrimination, to ensure equal opportunities for everyone. They uphold the human rights of all individuals, including freedom from discrimination, forced labor, child labor, and exploitation.
- b. APT will comply with all relevant laws and regulations pertaining to human rights in the jurisdictions where we operate.
- c. We recognize the importance of gender equality in all aspects of our operations, from recruitment and professional development to decision-making processes.
- d. APT strives to create an inclusive environment that respects and values the diversity of its workforce, fostering an atmosphere of mutual respect.
- e. APT pledges to be accountable for its actions by consistently assessing and enhancing its gender-responsive policies to guarantee their efficacy. The organization also promises to hold itself and its suppliers responsible for maintaining human rights standards and addressing any breaches that may arise.
- f. APT will strive to maintain transparency in our operations and supply chain by openly communicating our human rights policies and practices to stakeholders.
- g. APT is dedicated to continuously improving our human rights due diligence processes through ongoing assessment, monitoring, and evaluation.

## 3. Compliance with UN Regulations:

APT acknowledges its obligation to comply with UN regulations on human rights, particularly those related to gender equality. We commit to integrating these principles into our policies and practices, ensuring that our actions align with international standards.

## 4. Implementation and Monitoring:

To implement this commitment, APT will:

- a. This Policy is Developed and implemented all departments/functions, considering the specific needs and challenges faced by different genders.
- b. Establish mechanisms for monitoring and evaluating the effectiveness of these policies, with a focus on continuous improvement.
- c. Provide regular training and awareness programs to educate our workforce about the importance of gender equality and human rights.

## **5. Reporting and Communication:**

APT will communicate progress and achievements related to gender-responsive policies and UN regulation compliance through:

- a. Annual reports that highlight key initiatives, achievements, and areas for improvement.
- b. Transparent communication with stakeholders, ensuring openness about our commitment and efforts to respect human rights.

## **6. Review and Revision:**

This policy commitment will be periodically reviewed and revised to ensure its continued relevance and effectiveness in addressing evolving challenges and opportunities.

By endorsing this Gender-Responsive Policy Commitment, APT reaffirms its dedication to fostering a workplace that respects human rights, promotes gender equality, and aligns with UN regulations.

**Aron Majgier**  
(CEO)