

HUMAN RIGHTS POLICY

Introduction

This policy sets out Euroquartz Ltd commitment to Human rights within the company and with all suppliers and companies that the organisation conducts business with.

The following statement has been approved by the Board of Directors of Euroquartz Limited in our pursuance to section 54(1) of the Modern Slavery Act 2015 and The Human Rights Act 1998.

1: Commitments to stakeholders Employees:

We are committed to respect the human rights of our employees and develop our employment policies with the aim to achieve uniform application of the relevant aspects contained in the International Human Rights Declarations.

We are committed to train our employees to be aware of and respect human rights within our operations.

Business partners: We seek to respect and promote human rights when engaging with subcontractors, suppliers, customers, joint venture and other partners. We will do this, as appropriate, through proactive engagement, monitoring, certification and contractual provisions.

Suppliers operating in, or procuring from, areas where we identify our most severe risks, will be the key focus of this engagement.

2: Health and Safety

Specific provisions Promoting Health and Safety is committed to work towards a goal of zero accidents, injuries and general wellbeing in the workplace. This is endorsed by the Health and Safety Policies and Procedures that promote our philosophy of Safe Sustainable business.

We promote and insist that all suppliers eliminate Forced or Compulsory Labour, human trafficking and all forms of Modern Slavery which Euroquartz Ltd are opposed to.

Euroquartz Ltd undertake to work with our subcontractors and suppliers performing due diligence within our supply chains to avoid indirectly benefitting from or promoting such illegal practices.

3: Child Labour

Euroquartz opposes the use of child labour and work in collaboration with subcontractors and suppliers to prevent and remove any instances of child labour in a manner that is consistent with the best interests of the child. All Euroquartz Suppliers are bound by signed Terms and Conditions of supply which are available on the company website.

4: Unlawful Discrimination

Euroquartz are opposed to any type of discrimination in the Workplace, each employee and potential employee is treated with fairness and dignity.

Accordingly, any unlawful discriminatory practice based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or any other basis will not be tolerated. The Company seeks to provide each employee with equal opportunity for advancement without discrimination.

Euroquartz seek to eliminate Harassment and Violence whilst promoting a work environment free of any form of harassment, exploitation, abuse or violence as defined by statute.

5: Governance and accountability

Responsibility for the implementation of this Policy lies with the senior management and directors of the company.

Euroquartz ensures confidentiality of any complaints and is committed to take actions to ensure observance of this Policy.

Persons becoming victim of or witness to non-compliance with the principles laid down in this Policy may raise their concerns in a confidential with a director of the company.

Complaints suggesting any violation of this Policy will be treated with utmost confidentiality, in accordance with our confidentiality Policy, information relating to complaints will be disclosed to employees or third parties on a strict «need to know» basis for the purpose of the investigations.

Consequences Policy Violations of this Policy may subject the person involved to disciplinary actions and other consequences prescribed by law. The disciplinary process, including the investigation, shall be fair, impartial and transparent.

6: Policy Review

Euroquartz will periodically review the Policy and the implementation with respect to its suitability and effectiveness.

Euroquartz may seek to commission independent third parties to monitor its adherence to this Policy.

Signed

A handwritten signature in black ink, appearing to read "Andy Treble". The signature is fluid and cursive, with the first name "Andy" and the last name "Treble" clearly distinguishable.

Director

Date: 3rd July 2025