

Fractal Analytics Limited - Human Rights Statement

At Fractal, we are committed to upholding and promoting human rights across our company and its subsidiaries. We recognize and respect the fundamental rights of all individuals, as enshrined in international human rights principles, including the Universal Declaration of Human Rights (UDHR) and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Scope & applicability:

This Human Rights Statement applies to all employees of Fractal and its subsidiaries. Its benefits also extend to third parties associated with the company, including contractors, consultants, trainees, interns, and visitors.

Our Commitment to Human Rights

We are dedicated to ensuring that human rights are upheld in letter and spirit throughout our organization. Our commitment includes:

- **Right to Life and Liberty** – We respect and protect the dignity, safety, and well-being of all individuals associated with our business.
- **Freedom from Slavery and Forced Labor** – We have a zero-tolerance approach for any form of forced labor, human trafficking, or child labor within our company and subsidiaries.
- **Freedom from Discrimination and Harassment** – We promote a safe, inclusive, and respectful workplace, free from discrimination based on race, gender, nationality, religion, disability, or any other status.
- **Fair and Ethical Employment Practices** – We ensure fair wages, reasonable working hours, and safe working conditions for all employees.
- **Freedom of Opinion and Expression** – We uphold the right to free speech and open communication, fostering a culture of respect and inclusivity.
- **Right to Education and Skill Development** – We encourage learning, training, and professional growth for our employees.

Fractal upholds human rights and supports community development through its Code of Conduct, Whistleblower Policy and Vigil Mechanism, Supplier Code of Conduct, and Diversity Equity and Inclusion Policy. These principles guide our approach to fostering a fair and inclusive environment.