

HUMAN RIGHTS POLICY

Last Updated: February 20, 2026

This Human Rights Policy sets out the commitment of DataSync Consulting Limited ("DataSync," "we," "us," or "our") to respecting and upholding internationally recognised human rights across our business operations, employment practices, client relationships, and supply chain. It should be read together with our Privacy Policy and any applicable codes of conduct or terms of engagement.

1. Scope of This Policy

This Policy applies to:

- all employees, contractors, and temporary workers engaged by DataSync;
- our directors, officers, and management;
- suppliers, vendors, and third-party partners acting on our behalf; and
- our operations across all jurisdictions in which we work, including Canada, the Middle East, and Pakistan.

We expect all individuals and organisations within our sphere of influence to act consistently with this Policy.

2. Our Commitment to Human Rights

DataSync is committed to respecting human rights as defined in internationally recognised frameworks, including:

- the United Nations Universal Declaration of Human Rights (UDHR);
- the UN Guiding Principles on Business and Human Rights (UNGPs);
- the core Conventions of the International Labour Organization (ILO); and
- the UN Global Compact Principles.

We recognise that businesses have a responsibility to avoid causing or contributing to human rights harms, and to address adverse impacts when they occur.

3. Key Commitments

The table below summarises our principal human rights commitments and the international standards that inform them:

Area	Our Commitment	Relevant Standards
Labour Rights	Fair wages, reasonable hours, safe conditions, freedom of association	ILO Core Conventions, UN Global Compact
Non-Discrimination	Equal treatment regardless of race, gender, religion, disability, age, or other protected characteristics	UN UDHR Articles 1–2, local employment law
Child Labour	Zero tolerance for child labour in our operations and supply chain	ILO Conventions 138 & 182, UN CRC

Area	Our Commitment	Relevant Standards
Forced Labour	Zero tolerance for forced, compulsory, or trafficked labour	ILO Convention 29 & 105, UN Palermo Protocol
Health & Safety	Safe and healthy working environment for all workers	ILO OSH Convention 155, local H&S law
Privacy	Respect for personal data and privacy rights of employees, clients, and third parties	UN UDHR Article 12, PIPEDA (Canada)

4. Labour and Employment Rights

4.1 Fair Wages and Working Hours

We are committed to paying fair wages that meet or exceed applicable legal minimums and to ensuring that working hours are reasonable and comply with local law. Overtime, where applicable, is compensated in accordance with legal requirements.

4.2 Freedom of Association

We respect the right of employees to freedom of association and collective bargaining, in accordance with applicable law. We do not penalise employees for exercising these rights.

4.3 Equal Opportunity and Non-Discrimination

DataSync is an equal opportunity employer. We prohibit discrimination in hiring, promotion, compensation, training, or termination on the basis of:

- race, ethnicity, colour, or national origin;
- gender, gender identity, or sexual orientation;
- religion or belief;
- disability or health status;
- age;
- pregnancy or family status; or
- any other characteristic protected under applicable law.

This commitment applies across all aspects of employment and working relationships.

4.4 Safe and Healthy Workplace

We are committed to providing a safe and healthy working environment for all employees and contractors. We comply with applicable occupational health and safety laws and work proactively to identify and mitigate workplace risks.

5. Prohibition of Forced and Child Labour

DataSync maintains a zero-tolerance policy towards:

- forced labour, bonded labour, trafficked labour, or any form of modern slavery;
- child labour, as defined under ILO Conventions 138 and 182 and applicable local law.

We do not use, and will not knowingly engage with suppliers or partners who use, such practices. Where we identify a risk of forced or child labour in our supply chain, we will act promptly to investigate and address it.

6. Supply Chain and Third Parties

We recognise that human rights risks can arise beyond our direct operations. We seek to work with suppliers, subcontractors, and partners who share our commitment to human rights. As part of our due diligence:

- we may assess the human rights practices of significant suppliers and partners;
- we include appropriate human rights expectations in our contractual arrangements where feasible; and
- we reserve the right to terminate relationships with suppliers or partners that we determine are engaging in serious human rights violations.

We acknowledge that our leverage may be limited in certain supply chain relationships and are committed to continuous improvement in this area.

7. Due Diligence

DataSync endeavours to identify, assess, and address potential human rights risks in connection with our operations and business relationships. Our approach to human rights due diligence includes:

- assessing risks in the jurisdictions and sectors in which we operate;
- integrating human rights considerations into relevant business decisions;
- engaging with employees and stakeholders on human rights matters; and
- reviewing and updating this Policy and related practices as circumstances change.

We recognise that human rights due diligence is an ongoing process, not a one-time exercise.

8. Grievance and Reporting Mechanisms

DataSync is committed to providing accessible and safe channels for raising human rights concerns. Employees, contractors, clients, or other stakeholders who have a concern about a potential human rights issue connected to our operations may raise it by:

- speaking with their direct manager or HR representative (for employees);
- contacting our Privacy Officer at info@data-sync.biz; or
- raising the matter in writing to our registered address.

We do not tolerate retaliation against any individual who raises a genuine human rights concern in good faith. Reports will be handled with appropriate confidentiality.

9. Remediation

Where DataSync identifies that it has caused or contributed to a human rights harm, we are committed to taking appropriate steps to remediate or cooperate in remediation of that harm. The nature and scope of remediation will depend on the circumstances, including the severity of the harm and our level of involvement.

10. Responsibility and Governance

Responsibility for this Policy rests with DataSync's senior leadership. Our Privacy Officer serves as the primary point of contact for human rights matters and is responsible for overseeing the implementation of this Policy and reporting on progress.

All employees and contractors are expected to comply with this Policy and to raise concerns promptly through the channels described in Section 8.

11. Updates to This Policy

We may update this Human Rights Policy to reflect changes in legal requirements, international standards, our operations, or best practices. Updates will be posted on this page and the "Last Updated" date will change accordingly. We encourage you to review this Policy periodically.

12. Contact Us

If you have questions about this Human Rights Policy or wish to raise a concern, please contact:

DataSync Consulting Limited

997 Seymour St #250

Vancouver, BC, V6B 3M1, Canada

Email: info@data-sync.biz

Phone: (604) 227-3522

Attention: Privacy Officer