

BERA

Human Rights Policy

Commitment

Bera supports and respects human rights in accordance with:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social, and Cultural Rights
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

Employee Rights

- Bera recognizes that every individual is equally entitled to dignity and rights. The company is committed to respecting fundamental human rights in all of its operations.
- Bera respects freedom of association, acknowledges the right of all employees to collective bargaining, and respects the right of staff to raise complaints without consequences.
- Bera supports the elimination of discrimination in employment and occupation, as stated in the company's equality policy.

We neither tolerate nor cooperate with companies or individuals who condone:

- Human rights violations
- Inequality
- Forced labor
- Human trafficking or slavery
- Corporal punishment
- Illegal child labor
- Unlawful discrimination
- Unsafe working conditions
- Unequal treatment
- Unfair wages
- Excessive working hours
- Violations of labor laws, freedom of association, tax obligations, or other legal requirements
- Corruption