



Café Valley is committed to upholding and promoting the principles of international human rights in all aspects of its operations. This Human Rights Policy outlines our dedication to respecting and protecting the fundamental rights and dignity of all individuals, both within our organization and in the broader communities where we operate.

**1. Respect for Human Dignity:**

- Café Valley recognizes and respects the inherent dignity of every individual.
- We are committed to creating and maintaining a work environment that is free from discrimination, harassment, and any form of unjust treatment.

**2. Equal Opportunities:**

- Café Valley is dedicated to providing equal employment opportunities for all employees and applicants, regardless of race, color, ethnicity, religion, gender, sexual orientation, gender identity, age, disability, or any other protected status.
- Decisions related to hiring, promotion, training, compensation, and termination will be based on merit, qualifications, and job-related criteria.

**3. Labor Standards:**

- Café Valley adheres to all applicable labor laws and standards, including fair wages, reasonable working hours, and safe working conditions.
- We promote the well-being of our employees and strive to foster a healthy work-life balance.

**4. Freedom of Association:**

- Café Valley recognizes and respects the right of employees to freely associate, organize, and collectively bargain.
- We are committed to open communication channels to address concerns and foster constructive dialogue with employee representatives.

**5. Non-discrimination and Inclusion:**

- Café Valley prohibits discrimination and harassment based on any characteristic protected by law.
- We actively promote diversity and inclusion and strive to create an inclusive workplace that values and respects differences.

**6. Community Engagement:**

- Café Valley acknowledges its responsibility to respect human rights beyond its internal operations.
- We will engage with and support local communities, ensuring that our business activities contribute positively to the well-being of the communities in which we operate.

**7. Supply Chain Responsibility:**

- Café Valley is committed to promoting human rights throughout its supply chain.
- We will work with suppliers and partners who share our commitment to human rights and will take appropriate actions if any concerns are identified.

**8. Training and Awareness:**

- Café Valley will provide training to employees to increase awareness of human rights principles and standards.

- We will continuously review and update our training programs to ensure their effectiveness.
- We will include this policy in our employee handbook and post it on our website.
- We will share this policy with our suppliers and vendors and encourage them to adopt a policy and provide training for their employees.

**9. Monitoring and Reporting:**

- Café Valley has established an Ethics Hotline for internal and external individuals to report any Human Rights concerns.
- We will distribute the Ethics Hotline number 1-623-866-7776 to our suppliers and vendors.
- Our Chief Administrative Officer will serve as the owner of this Human Rights policy.
- All violations of the principles of international human rights will be brought to the board of directors.

**10. Continuous Improvement:**

- Café Valley is committed to continuous improvement in our human rights practices.
- We will review and update this policy periodically to reflect evolving standards and best practices.

By adhering to this Human Rights Policy, Café Valley demonstrates its commitment to fostering a workplace and business practices that respect and promote human rights for all.