



MAGELLAN
ADVISORY PARTNERS



Magellan Advisory Partners

Human Right Policy

*Human Rights Policy***Magellan Advisory Partners****Human Rights Policy****Effective Date:** 01/08/2025**Approved By:** James Smith**Next Review Date:** 01/08/2026**Purpose**

This Human Rights Policy outlines Magellan Advisory Partners' commitment to respecting and promoting human rights in all aspects of our operations, in accordance with international standards such as the **Universal Declaration of Human Rights**, the **International Labour Organization (ILO) Core Conventions**, and the **UN Guiding Principles on Business and Human Rights**.

Scope

This policy applies to all employees, contractors, suppliers, and business partners of Magellan Advisory Partners, across all locations and operations.

Our Commitments

We are committed to:

- **Non-Discrimination and Equal Opportunity**
 - Providing a workplace free from discrimination based on race, gender, age, religion, disability, sexual orientation, or any other status protected by law.
- **Freedom of Association and Collective Bargaining**
 - Respecting the rights of employees to join or form trade unions and to bargain collectively.
- **Safe and Healthy Working Conditions**
 - Ensuring a safe, secure, and healthy work environment for all employees.
- **No Forced or Child Labor**
 - Prohibiting all forms of forced, bonded, or compulsory labour and child labour in our operations and supply chains.
- **Fair Wages and Working Hours**
 - Complying with applicable wage laws and ensuring fair compensation and reasonable working hours.
- **Privacy and Data Protection**
 - Respecting the privacy of individuals and protecting personal data in accordance with applicable laws.
- **Community and Environmental Responsibility**
 - Minimizing adverse impacts on local communities and the environment, and promoting sustainable development.

Implementation and Due Diligence

We will:

- Conduct regular human rights risk assessments.
 - Integrate human rights considerations into our business decisions and supplier relationships.
 - Provide training to employees and partners on human rights responsibilities.
 - Monitor compliance and take corrective action where necessary.
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Grievance Mechanism

We encourage employees and stakeholders to report any human rights concerns through our confidential grievance channels. All reports will be investigated promptly and fairly, without retaliation.

Governance and Accountability

James Smith is responsible for overseeing the implementation of this policy. Progress will be reviewed annually.

Review and Updates

This policy will be reviewed regularly and updated as needed to reflect changes in laws, standards, or organizational practices.



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