



Human Rights Policy

Alignment Strategy Group (“ASG”) is committed to respecting and upholding human rights across all aspects of our business. We believe that the protection of fundamental human rights is a baseline obligation—not a competitive differentiator—and we hold ourselves, our suppliers, and our business partners to that standard.

This Policy is informed by the UN Guiding Principles on Business and Human Rights, the International Labour Organization’s core conventions, and the Universal Declaration of Human Rights. It applies to all ASG personnel and extends to our supply chain and client engagements where applicable.

Sincerely,

Managing Director

Alignment Strategy Group

info@alignstrategygrp.com

Phone: +1 561-725-3701

alignstrategygrp.com

1. Scope and Applicability

1.1 Who This Policy Covers

This Policy applies to all ASG employees, contractors, consultants, agents, and any other party acting on behalf of ASG, whether located in the United States or internationally. It also applies to all suppliers, vendors, and third-party partners engaged by ASG in the delivery of its services.

1.2 Client Engagements

Where ASG's advisory work touches on workforce management, labor practices, or supply chain governance, ASG will seek to embed human rights considerations into the frameworks and recommendations we deliver to clients.

2. Core Human Rights Commitments

2.1 Prohibition of Forced and Compulsory Labor

ASG strictly prohibits all forms of forced, compulsory, bonded, trafficked, or otherwise involuntary labor within our operations and supply chain. No worker shall be required to surrender identity documents, pay recruitment fees, or work under threat of penalty as a condition of employment.

2.2 Prohibition of Child Labor

ASG does not tolerate the use of child labor in any form. We will not engage suppliers or partners who employ individuals below the minimum working age established by applicable law or ILO Convention No. 138, whichever provides greater protection. Where young workers are legally permitted, their work must be safe, limited in hours, and must not interfere with their education.

2.3 Non-Discrimination and Equal Opportunity

ASG is committed to a workplace free from discrimination, harassment, and intimidation. No employee, contractor, or supplier shall be subject to differential treatment on the basis of race, color, ethnicity, national origin, religion, gender, gender identity, age, disability, sexual orientation, pregnancy, marital status, or any other protected characteristic under applicable law.

2.4 Fair Wages and Working Hours

ASG is committed to ensuring that all personnel are compensated fairly, in compliance with applicable minimum wage laws, and that working hours do not exceed legal limits. Overtime, where required, shall be voluntary and compensated in accordance with applicable law.

2.5 Freedom of Association and Collective Bargaining

ASG respects the rights of workers to freely associate, organize, and bargain collectively in accordance with applicable law. We will not take adverse action against any employee or contractor who exercises these rights in a lawful manner.

2.6 Safe and Healthy Working Conditions

ASG is committed to providing a safe, healthy, and respectful working environment for all personnel. We comply with applicable health and safety regulations and integrate EHS best practices into our operational governance. Suppliers and partners are expected to maintain equivalent standards.

2.7 Privacy and Dignity

All individuals engaged with ASG—whether employees, clients, or third parties—are entitled to have their personal data handled responsibly and their dignity respected in all interactions. ASG prohibits workplace violence, harassment, and any conduct that demeans or threatens individuals.

3. Supply Chain and Third-Party Expectations

ASG expects all suppliers, subcontractors, and business partners to uphold human rights standards consistent with this Policy. Suppliers are required to:

- Comply with all applicable labor, employment, and human rights laws;
- Prohibit forced labor, child labor, and human trafficking in their operations;
- Maintain safe and healthy working conditions for all workers;
- Pay fair wages and observe legally mandated working hour limits; and
- Cooperate with ASG in any due diligence or audit processes related to human rights compliance.

ASG reserves the right to terminate engagements with any supplier or partner found to be in material violation of these expectations.

4. Due Diligence and Risk Management

4.1 Human Rights Due Diligence

ASG will conduct risk-based human rights due diligence as part of our supplier onboarding and ongoing partner assessment processes. This includes reviewing supplier practices, geographic risk factors, and sector-specific human rights exposure.

4.2 Integration into Client Frameworks

For clients operating in high-risk sectors or geographies, ASG will seek to incorporate human rights risk assessment into the governance frameworks and Platform Alignment Framework™ deliverables we provide, consistent with investor-grade ESG standards.

5. Reporting Concerns

Any employee, supplier, or third party who becomes aware of a potential violation of this Policy is encouraged to report it promptly. Reports will be treated with confidentiality to the extent permitted by law, and ASG strictly prohibits retaliation against anyone who raises a concern in good faith.

To report a concern, contact:

Alignment Strategy Group

Email: info@alignstrategygrp.com

Phone: +1 561-725-3701

Web: alignstrategygrp.com

6. Governance and Review

This Human Rights Policy is reviewed annually and updated to reflect changes in applicable law, international standards, and ASG's business operations. ASG's Managing Director holds ultimate accountability for the implementation and enforcement of this Policy.

We welcome feedback from clients, partners, employees, and stakeholders on our human rights performance and approach.

