

WORKING CONDITIONS, EMPLOYMENT, AND HUMAN RIGHTS POLICY

As Boemar, we commit to respecting fundamental human rights and freedoms. This commitment encompasses our policies towards our employees, suppliers, customers, and operational areas.

Ethical Recruitment

We hire all employees in compliance with legal regulations, in a fair and transparent manner, and protect their rights. We ensure freedom of movement, confidentiality, and data protection. Our hiring decisions are based on personal qualifications and job requirements, without any discrimination. No fees or commissions are required during the application process.

Human Rights

We respect human rights for all individuals and do not tolerate discrimination based on gender, age, ethnicity, political, or religious beliefs.

Women's Rights

We support women's rights, including freedom from violence, equal pay, participation in decision-making processes, and socio-economic equality.

Modern Slavery and Human Trafficking

We implement effective systems to prevent any form of forced labor, slavery, or human trafficking within our operations.

Child Labor

We strictly adhere to legal regulations to prevent child labor and fulfill all legal obligations towards our employees.

Equality

We ensure that there is no discrimination based on gender, age, ethnicity, political, or religious beliefs in our workplace. Hiring and promotion decisions are based solely on job qualifications.

Harassment and Discrimination (Mobbing and Abuse)

Any form of physical, sexual, or verbal harassment, bullying, or workplace abuse is strictly prohibited.

Working Hours

Working hours comply with local laws and regulations. Employees are entitled to at least one day off every seven days.

Privacy

We protect employees' private information and do not interfere with their personal lives.

Health and Safety

We ensure safe and healthy working conditions and continuously strive for improvements.

Wages and Earnings

Salaries and benefits comply with applicable minimum wage, overtime, and legal social security regulations.

Freedom of Association and Collective Bargaining

We respect the rights of all employees to form or join trade unions, engage in collective bargaining, and participate in peaceful assemblies.

Minorities and Indigenous Peoples

We support the recognition and protection of the rights of minorities and indigenous communities, ensuring their freedom to work and participate in public life.

Land, Forest, and Water Rights

We oppose forced evictions of individuals or communities without legal protection. We advocate for the fair and sustainable use of natural resources.

Use of Private and Public Security Forces

Our security services operate within the framework of human rights and legal regulations. Private security is limited to preventive and protective activities. Any abuse of authority is reported to stakeholders, and legal actions are initiated.