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	Effective Date: 07/10/2024	Revision Level: B
Title: VADATECH HUMAN RIGHTS STATEMENT		

Statement Issue Date: November 2025

This Statement sets forth the Company's clear commitment to respect human rights in the company's operations and supply chain. It complements the Company's following policies: Code of Business Conduct and Ethics, Supplier Code of Conduct, Modern Slavery Statement and related policies.

Vadatech Inc. is committed to maintaining high ethical standards, protecting human rights and acting with honesty and integrity in all we do. We do not tolerate any form of modern slavery, forced labor or human trafficking in any part of our business or supply chain.

Consistent with our commitment, we:

- Strive to eliminate forced labor, child labor and discrimination in the workplace;
- Work to establish safe and healthy working conditions;
- Value diversity as part of our business strategy;
- Seek to compensate employees competitively and to comply with applicable wage, work hours, overtime and benefits laws; and,

. As an organization, we strongly believe in respect for Human Rights as fundamental and necessary for each and every person regardless of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, marital status, veteran status, amnesty, disability and genetic information. We remain committed to sound employment practices and anti-corruption practices as we support the principles found in the United Nations Global Compact derived from the Universal Declaration of Human Rights (<https://www.un.org/en/about-us/universal-declaration-of-human-rights>)

Human Resource Management
Vadatech Inc.