	ON POINT CONSULTING INC. Safety Management System	Doc No:	HUMANRIGHT
		Initial Issue Date	Apr 23, 2024
HUMAN RIGHTS		Revision Date:	Initial Version
		Revision No.	0
		Next Review Date:	Apr 22, 2027
Preparation: CEO/Owner	Authority: CEO/Owner	Issuing Dept: CEO/Owner	Page: Page 1 of 3

Introduction

On Point Consulting Inc. is committed to upholding and promoting human rights in all aspects of our operations. This policy outlines our commitment to respecting human rights as per the Canadian Employment Equity Act, United Nations Guiding Principles on Business and Human Rights and compliance with international conventions such as the Minamata Convention, Stockholm Convention, and Basel Convention.

Policy Statement

On Point Consulting Inc. is dedicated to promoting equity, diversity, and inclusion in the workplace, while supporting designated groups as defined by the Canadian Employment Equity Act. We condemn all forms of discrimination based on factors including but not limited to sexual orientation, ethnicity, religion, and migrant status. We are committed to eliminating child labor, forced labor, modern slavery, and human trafficking from our supply chains and condemn it in our operations.

Equity, Diversity, and Inclusion


We foster an inclusive work environment where all individuals are treated with dignity and respect, regardless of their background. Our recruitment, hiring, and promotion processes are based on merit, and we provide equal opportunities for career advancement.

Labor Rights

We adhere to all laws and regulations concerning occupational health and safety. Our employees have the right to collectively bargain, and we prohibit all forms of discrimination and harassment in the workplace.

Wages and Working Conditions

We ensure that all employees receive appropriate living wages that meet or exceed legal requirements. We are committed to providing safe working conditions and promoting the well-being of our workforce.

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Environmental Responsibility

On Point Consulting Inc. is committed to minimizing harmful soil changes, pollution, emissions, and waste generation. We comply with relevant environmental regulations and strive to continuously improve our environmental performance.

Anti-Corruption and Bribery

We prohibit corruption and bribery in all forms and maintain transparent business practices. Our employees are expected to uphold the highest ethical standards in their interactions with stakeholders.

Data Protection and Privacy

We protect the personal data of our employees, customers, and stakeholders in accordance with applicable data protection laws. We maintain robust data security measures to safeguard against unauthorized access or disclosure.

Consumer Protection and Product Responsibility


We prioritize consumer safety and provide accurate information about our products and services. We are committed to addressing any concerns or complaints from consumers promptly and effectively.

Legal Compliance and Risk Management

We conduct regular risk assessments to identify and mitigate potential human rights and environmental risks associated with our operations. Our employees receive training on relevant laws, regulations, and company policies to ensure compliance.

Stakeholder Engagement and Grievance Mechanisms

We engage with stakeholders, including employees, customers, suppliers, and communities, to understand their concerns and expectations regarding human rights and environmental issues. We maintain accessible grievance mechanisms for individuals to report violations or seek redress.

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Reporting and Remediation

We are committed to transparency and accountability in our human rights and environmental practices. We regularly report on our performance and progress towards our goals. In the event of any breaches or non-compliance, we take swift and appropriate remedial action.

Conclusion

This Human Rights Policy and Procedures guide On Point Consulting Inc.'s commitment to respecting and promoting human rights and environmental sustainability in all aspects of our operations. We continuously strive to uphold these principles and contribute positively to society.