

## HUMAN RIGHTS POLICY STATEMENT

### **Introduction**

Ness Technologies (Ness) acknowledges and respects the principles contained in the Universal Declaration of Human Rights. Ness's Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence. Ness is committed to workplace practices, and endeavors to conduct its business operations in a manner that is free from complicity in human rights abuses. The Company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

### **Ethical Business Conduct**

Ness's policies require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

### **Protection of the Rights of Children**

Ness condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitative child labor. Ness also supports and abides by laws duly enacted to prevent and punish the crime against Children

### **Protection of the Rights of Employees**

Ness supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Ness further supports the elimination of all forms of forced, bonded or compulsory labor. Ness also provides a safe and healthy working environment for all its associates.