

HUMAN RIGHTS POLICY

POLICY STATEMENT

Valley Railroad Corp is committed to upholding and respecting human rights in all aspects of its operations. We recognize our responsibility to foster a work environment where all individuals are treated with dignity, fairness, and respect. This policy aligns with international human rights standards, Canadian labor laws, and corporate social responsibility principles.

SCOPE OF POLICY

This policy applies to all employees, contractors, suppliers, and business partners of Valley Railroad Corp. Compliance with this policy is mandatory for all individuals and entities associated with the company.

GUIDELINES

1. Commitment to Fair Wages and Benefits

- Valley Railroad Corp ensures that all employees receive a livable wage that meets or exceeds industry standards.
- The company provides comprehensive benefits packages, including health insurance, paid time off, and retirement savings programs where applicable.
- We commit to fair compensation practices, including pay equity and regular reviews to maintain competitive and just wages.

2. Non-Discrimination and Non-Harassment Policy

- Valley Railroad Corp is dedicated to maintaining a workplace free from discrimination and harassment based on race, gender, sexual orientation, age, disability, religion, national origin, or any other protected characteristic.
- Harassment, bullying, and any form of workplace violence will not be tolerated.
- Employees and contractors are encouraged to report any discrimination or harassment incidents without fear of retaliation. Complaints will be investigated promptly and confidentially.

3. Freedom of Association and Collective Bargaining

- Valley Railroad Corp respects the rights of employees to freely associate, form, join, or refrain from joining labor unions and other lawful organizations.
- The company acknowledges and supports the right to collective bargaining as a means for employees to negotiate wages, benefits, and working conditions.
- We commit to engaging in good-faith dialogue with employee representatives to ensure fair labor practices.

4. Workplace Health and Safety

- We provide a safe and healthy work environment in compliance with all applicable health and safety laws and regulations.
- Employees receive regular health and safety training to ensure awareness and adherence to workplace safety standards.
- Valley Railroad Corp conducts routine assessments to identify and mitigate workplace hazards.

5. Supplier and Contractor Expectations

- Valley Railroad Corp expects all suppliers, contractors, and business partners to uphold similar human rights principles in their operations.
- Suppliers must comply with legal labor standards, including fair wages, non-discrimination policies, and safe working conditions.
- Any violation of this policy by suppliers or contractors may result in corrective actions or termination of business relationships.

Compliance and Review

All employees and supervisors are required to comply with this policy. This policy will be reviewed annually to ensure its effectiveness and alignment with best practices.

Employees are encouraged to report any human rights violations, unethical labor practices, or unsafe working conditions through established internal reporting channels.

Reports can be made anonymously, and Valley Railroad Corp ensures protection against retaliation for those who report concerns in good faith.

The company will investigate reported concerns promptly and take appropriate corrective action where necessary.

Conclusion

By implementing this policy, Valley Railroad aims to uphold and protect the fundamental rights of all individuals, while promoting a culture of respect, equity, and accountability across our workforce.

This policy is effective immediately and will be communicated to all employees. Any questions regarding this policy should be directed to the HR or Safety Department.

