

## **Human Rights Policy Statement**

Voyzant Corporate Travel – Manitoba, Canada

Human Rights Policy Statement -2025

### **1. Commitment to Human Rights**

Voyzant Corporate Travel is committed to upholding and promoting fundamental human rights in all areas of our operations and business relationships. We believe in dignity, fairness, equality, and respect for all individuals, and we embed these principles in our corporate culture, policies, and practices.

We are guided by:

The Canadian Charter of Rights and Freedoms

The United Nations Universal Declaration of Human Rights (UDHR)

The International Labour Organization (ILO) Core Conventions

The UN Guiding Principles on Business and Human Rights

### **2. Scope**

This policy applies to:

All Voyzant Corporate Travel employees, contractors, and consultants in Manitoba and across Canada

Our business partners, suppliers, and service providers

Clients and travelers, we serve

### 3. Policy Principles

We are committed to the following human rights principles:

**a. Non-Discrimination & Equal Opportunity**

We foster a workplace free from discrimination or harassment based on race, ethnicity, gender, age, religion, disability, sexual orientation, marital status, or any protected characteristic. All hiring, promotion, compensation, and termination decisions are based on merit, qualifications, and performance.

**b. Freedom of Association and Collective Bargaining**

We respect the right of employees to form and join trade unions and to engage in collective bargaining in accordance with Canadian laws and international standards.

**c. Safe and Healthy Work Environment**

We prioritize employee health, safety, and well-being by complying with all relevant workplace health and safety laws in Manitoba and Canada.

**d. Fair Wages and Working Conditions**

We provide fair and competitive compensation and ensure compliance with employment standards legislation, including working hours, breaks, and benefits.

**e. Prevention of Forced and Child Labour**

We do not tolerate any form of forced labour, human trafficking, or child labour. We expect the same from our suppliers and partners.

**f. Privacy and Data Protection**

We respect the privacy rights of our employees, customers, and partners. Personal data is collected, stored, and processed in compliance with Canadian privacy laws.

**g. Indigenous Rights and Respect**

Operating in Canada, we recognize the rights of Indigenous Peoples and are committed to respectful engagement and inclusion in alignment with the Truth and Reconciliation Commission's Calls to Action.