



## Human Rights Policy for the fiscal year 2021

As a minority, woman owned business, The Millennium Group's (TMG) core values have always been and will continue to be centric around equality and inclusion across our diverse community. TMG stands together in unity for our family of associates and together we will remain steadfast in our commitment to well-being, fairness, and a peaceful work environment. TMG conducts business honestly and ethically wherever operations are maintained. We strive to maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment.

TMG recognizes that its business has the ability to contribute to positive human rights impacts. TMG supports the protection of human rights and is committed to preventing slavery and human trafficking in its operations and supply chains. TMG strives to respect and promote human rights in our relationships with our employees, suppliers and partners and recognizes the importance of human rights policies, such as the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015, that prohibit and attempt to eradicate all forms of modern slavery, including forced labor and human trafficking, and child labor in our operations and supply chain. TMG further recognizes the importance of assuring that its suppliers engage in appropriate behavior and comply with the laws that apply to them.

TMG is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights and to avoid complicity in human rights abuses. This policy applies to every employee, officer and director of TMG. Additionally, TMG expects its suppliers and business partners to follow our guiding human rights principles and behave ethically and lawfully when acting on TMG's behalf or for TMG's benefit and adopt similar policies within their own businesses.

Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in documents such as the Supplier Code of Conduct. We continue building awareness on human rights through training and engagement with expert partners. We seek to train targeted audiences with appropriate tools so they can further integrate human rights in their day-to-day role and function.

TMG seeks to identify, assess and manage human rights impacts within our organization and supply in line with the following policy aims:

### **1. Employees**

To respect the human rights of our employees, including non-discrimination, prohibition of child labor, forced labor and modern slavery, and freedom of association.

### **2. Suppliers and Contractors**

To evaluate and select suppliers and contractors, taking into consideration TMG's Human Rights and Social Policies, and to monitor their performance where appropriate. To ensure as far as feasible there is no child, forced, trafficked or slave labor in the TMG value chain. To integrate findings into our internal controls, systems and processes. To track effectiveness of our actions.

### **3. Local Communities**

To respect the cultures, customs and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

### **4. Society**

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity building for the realization of human rights within countries of operation.