

## Public Policy Statement: Human Rights



### Our Commitment

At Coder Sports Academy, we recognize the importance of human rights as fundamental principles. Our commitment to these rights is in line with the UN Guiding Principles on Business and Human Rights (UNGPs). Our policy is inspired by the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. We are dedicated to respecting and promoting human rights across all aspects of our operations.

### Our Focus

Coder Sports Academy, specializing in teaching children and teens coding, is committed to creating a safe, inclusive, and respectful environment for all our students and staff. Our focus extends beyond our immediate operations to include our partnerships, suppliers, and the broader community where we operate.

### Core Areas of Focus:

**Child Safety and Protection:** As an educational institute for children and teens, child safety is paramount. We ensure a safe learning environment free from any form of abuse or exploitation.

**Equal Opportunities:** We promote equal opportunities in learning and employment, regardless of race, gender, religion, or disability. Our goal is to create an inclusive environment that encourages diversity and respects individual differences.

**Privacy and Data Protection:** In an era where data privacy is crucial, especially for minors, we adhere to stringent policies to protect the personal information of our students and staff.

**Fair Labor Practices:** We are committed to fair labor practices for our employees, including competitive compensation, reasonable working hours, and a healthy work-life balance.

Community Engagement: Our responsibility extends to the community. We engage in programs and initiatives that support and uplift local communities, focusing on education and youth development.

#### Implementation and Monitoring

Our human rights policy is integrated into our operational guidelines, staff training, and organizational culture. Regular audits and assessments will be conducted to ensure compliance and continuous improvement in our human rights practices.

#### Reporting and Transparency

We encourage open communication and provide safe channels for reporting any concerns related to human rights violations. Transparency in our operations and responsiveness to concerns are key components of our commitment to human rights.