



Lambrian Training FZ LLC

Policy Statement on Human Rights

1. Commitment to Human Rights

At Lambrian Solutions, we are committed to upholding and respecting human rights in all aspects of our operations. Our practices are aligned with internationally recognised standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and conventions addressing the rights of specific groups. We recognise our duty to support human dignity, equality, and fair treatment for all, with particular attention to vulnerable and marginalised groups.

2. Protection of Vulnerable Groups

We are dedicated to the protection of vulnerable populations, including women, children, minorities, and individuals with disabilities. Our policies reflect the principles of the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). We work to ensure that our services and workplace environment provide equal opportunities and protections for individuals regardless of background, status, or ability.

3. Equality, Diversity, and Inclusion

We promote a culture of inclusivity and respect, ensuring equal opportunities for all employees, clients, and partners. Lambrian Solutions prohibits any form of discrimination based on race, ethnicity, gender, religion, age, disability, or sexual orientation. We are committed to creating an environment that values diverse perspectives and supports the rights of ethnic, linguistic, and national minorities, as stated in the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious, and Linguistic Minorities.

4. Labour Rights and Fair Employment

Lambrian Solutions upholds fair employment practices aligned with the Core Labour Standards of the International Labour Organization (ILO). We ensure safe, healthy, and respectful working conditions for all employees, consultants, and partners. Our policy prohibits forced or child labour, and we adhere to fair wage practices that comply with local and international labour standards. We actively promote work-life balance, professional growth, and development opportunities for our team members.



5. Freedom of Expression, Association, and Non-Retaliation

We believe in open dialogue and respect for freedom of expression. Employees, trainees, and partners are encouraged to voice their views and concerns without fear of retaliation. Lambrian Solutions supports the freedom of association and the right to collective bargaining, in line with ILO standards. We uphold a zero-tolerance policy towards harassment, bullying, or any behaviour that may compromise the dignity or rights of individuals.

6. Client and Partner Engagement

In our partnerships and client engagements, Lambrian Solutions commits to working with entities that align with our human rights values. We undertake due diligence to ensure our collaborators share our commitment to ethical standards, fair treatment, and respect for human rights, including the rights of migrant workers as outlined in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

7. Community Responsibility and Positive Impact

We are committed to making a positive impact on the communities in which we operate. Through our training programmes, consultancy services, and professional development initiatives, we aim to contribute to social and economic empowerment. We support sustainable development goals that respect human rights and work to alleviate extreme poverty in alignment with the UN Guiding Principles on Extreme Poverty and Human Rights.

8. Reporting and Accountability

Lambrian Solutions provides clear and accessible channels for reporting any concerns or violations related to human rights. All reports will be handled confidentially and investigated with integrity and respect for all involved parties. We are dedicated to holding ourselves accountable, regularly reviewing and updating our policies to reflect best practices and evolving standards in human rights.

9. Continuous Improvement

We are committed to the ongoing assessment of our practices and policies to ensure they reflect our dedication to human rights. Lambrian Solutions seeks to learn from feedback, global standards, and stakeholder engagement to foster a respectful, inclusive, and ethically responsible business environment.