



Lambrian Training FZ LLC

Human Rights Risk Analysis Procedure

Lambrian Solutions is committed to systematically analysing the potential negative impacts of its operations and business relationships on human rights. This document outlines the procedure we follow to identify, assess, and mitigate these impacts to ensure compliance with human rights standards and to promote a culture of respect, equality, and accountability.

1. Purpose

The purpose of this procedure is to identify, assess, and mitigate any potential adverse impacts on human rights that may arise from Lambrian Solutions' operations or business relationships. This process ensures compliance with international human rights standards and minimises risks related to human rights violations.

2. Scope

This risk analysis procedure applies to all Lambrian Solutions' operations, partnerships, clients, suppliers, and any other relevant stakeholders. The procedure covers both direct and indirect impacts of our activities on human rights, with a focus on vulnerable groups, as specified in our human rights policy.

3. Definitions

- a. Human Rights Risk: Any activity, policy, or relationship that may negatively impact the rights and dignity of individuals.
- b. Vulnerable Groups: Groups such as women, children, minorities, migrant workers, and persons with disabilities may face increased risk of human rights violations.

4. Procedure

Lambrian Solutions follows a structured approach to conducting human rights risk analysis:

- a. ****Identification of Potential Risks****: Relevant teams within Lambrian Solutions are tasked with identifying potential human rights risks in operations and business relationships. This includes reviewing our activities for possible adverse impacts on vulnerable groups.
- b. ****Risk Assessment****: Each identified risk is assessed based on the likelihood of occurrence and the severity of impact on human rights. A scoring system is used to prioritise risks, focusing on high-risk activities.
- c. ****Mitigation and Prevention****: For each identified risk, a mitigation strategy is developed to reduce or eliminate the potential impact. This may involve adjusting practices, policies, or contracts with business partners to address the identified risk effectively.



d. **Monitoring and Review**: The human rights risk analysis is an ongoing process. The identified risks and mitigation measures are reviewed quarterly by the management team to ensure effectiveness and to adapt to any new developments.

e. **Stakeholder Consultation**: Where relevant, Lambrian Solutions consults with stakeholders, including potentially affected communities, to ensure our risk analysis considers diverse perspectives and is aligned with human rights standards.

5. Responsibilities

a. **Human Rights Officer**: Responsible for overseeing the risk analysis process, ensuring compliance with this procedure, and reporting outcomes to senior management.

b. **Management Team**: Responsible for implementing and monitoring risk mitigation strategies.

c. **Relevant Teams**: Required to identify potential risks and report them as part of the routine risk analysis process.

6. Reporting and Documentation

All findings from the human rights risk analysis are documented and reported to the management team. A summary report is prepared biannually to highlight identified risks, mitigation efforts, and ongoing challenges. This report is reviewed by senior management and informs the continuous improvement of our human rights practices.

7. Continuous Improvement

Lambrian Solutions is committed to continuous improvement in our approach to human rights risk analysis. Feedback from stakeholders and lessons learned from previous assessments are incorporated into the procedure to enhance its effectiveness and relevance. We also keep abreast of evolving human rights standards to ensure our procedure remains up-to-date.