



Lambrian Training FZ LLC REPORT 2024 Human Rights Due Diligence

This report provides an assessment of Lambrian Solutions' human rights due diligence practices. The objective of this report is to evaluate the effectiveness of the procedures and measures implemented to prevent, identify, and address human rights risks. Lambrian Solutions is committed to ensuring that its operations and business relationships adhere to the highest standards of human rights and social responsibility.

1. Risk Analysis Procedure

Lambrian Solutions has a comprehensive risk analysis procedure in place, which systematically identifies potential human rights risks across our operations and business relationships. This procedure includes regular reviews, risk assessments, and monitoring to ensure all human rights-related risks are proactively addressed. The effectiveness of this procedure is evidenced by its structured approach, which allows early identification and mitigation of any potential adverse impacts.

2. Identified Human Rights Aspects

The due diligence process has identified key human rights aspects relevant to Lambrian Solutions, including fair labour practices, non-discrimination, occupational health and safety, and protection against forced labour and child labour. By focusing on these areas, the organisation has been able to maintain a positive impact and uphold human rights standards.

3. Actual Effects

There have been no reported incidents of human rights violations within Lambrian Solutions' operations or supply chain. This positive outcome reflects the robustness of our due diligence and monitoring procedures. Our regular assessments helped ensure that actual effects on human rights remain minimal or non-existent, affirming the effectiveness of our approach.

4. Measures Taken

Lambrian Solutions has implemented a range of measures to prevent and address human rights risks, including employee training on human rights, supplier audits, and grievance mechanisms. These measures are designed to mitigate risks and ensure compliance with our human rights standards. Continuous training and monitoring have strengthened the commitment of both employees and partners to uphold these standards.



5. Defined Responsibilities

Responsibilities for human rights oversight and due diligence are clearly defined within Lambrian Solutions. The Human Rights Officer, alongside the management team, is tasked with conducting risk assessments, managing grievance mechanisms, and ensuring compliance with human rights policies. This clear delineation of roles has ensured accountability and facilitated the effective implementation of our human rights strategy across the organisation.

Conclusion

In conclusion, Lambrian Solutions' human rights due diligence practices are highly effective in identifying, assessing, and mitigating human rights risks. The organisation's commitment to human rights is demonstrated through comprehensive procedures, targeted measures, and clear accountability structures. This positive assessment highlights Lambrian Solutions' ongoing dedication to upholding human rights standards and fostering a safe, inclusive, and respectful environment for all.