



## Integrated Management System Document

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GoldServe's commitment to human rights is based upon our values, through which we seek meaningful engagement, trust, and mutual benefit to all that encounter our activities. We consider these values in engagements with subcontractors or business partners.

### Our policy approach toward human rights includes:

- Building enduring relationships based on balancing cross-cultural acknowledgment and sustainable business growth.
- Enabling our Senior leadership to drive and deliver on our journey for Reconciliation.
- Fostering leadership that inspires a business culture that embraces a culturally diverse workplace and inclusive working environment.
- Securing opportunities for employment that reflect the shared expectations of our business, clients, and stakeholders.
- Provide upskilling pathways that deliver career advancement but also build the capability of Future local business leaders.
- Developing sound local business partnerships through the innovative procurement from and growth of local Uganda businesses.

Our commitment to these key strategies relies on continual collaboration with the local people wherever we operate and their communities. Through our engagement with Local People, we seek to contribute to their sustainable long-term economic empowerment, social development needs, and cultural well-being.

### APPROVED BY

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