

OCI Foundation International

Sponsors of the: (i) Cymed Undergraduate Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOY Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project



HUMAN RIGHTS POLICY (March 2025)

1) Purpose

The OCI Foundation Limited is strongly committed to providing a discrimination-free and harassment-free environment where everyone is treated with fairness, respect, and dignity. We promote a system that provides equal opportunities and encourages full opportunities for all.

2) Scope

This policy applies to all individuals associated with the OCI Foundation. These include:

- a) Board of Directors/Trustees
- b) Member staff, contractors, and consultants
- c) Volunteers
- d) Partner organisations
- e) Observers and visitors to any OCI Foundation activity.

3) Commitments to Human Rights

Some of the commitments of the OCI Foundation to human rights are listed here.

- a) We do not use child or forced labour in any of our engagements.
- b) We do not tolerate all forms of exploitation, physical punishment, abuse, servitude or other unacceptable behaviours.
- c) We respect and support all human rights laws in every country where we operate.
- d) We recognise and promote diversity.
- e) We advocate that everyone should be treated with respect regardless of their background. As such, we support the elimination of all forms of discrimination.
- f) We commit to ongoing due diligence that will assess and minimise all potential infringements to human rights.
- g) The OCI Foundation expects all its partners to respect all human rights provisions.

4) Prohibited Conduct

This Policy prohibits discrimination or harassment based on any or a combination of the following:

- a) Age
- b) Creed: Includes religion and caste
- c) Gender or Sexual Orientation
- d) Family or Marital statuses
- e) Disability
- f) Race, Ethnicity or Ancestry
- g) Etc.

5) Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

6) Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).