

**NSN Global Services LLC**  
**Annual Human Rights Statement 2025**  
**Version 1.0**

**Introduction**

NSN Global Services, registered in Dover, Delaware, United States, is a global provider of technological solutions dedicated to advancing education systems through innovation. Our operations extend across the United States, United Kingdom, European Union, Australia, India, Africa, and the Middle East. We deliver infrastructure solutions, technological development, and deployment services to educational institutions, governments, businesses, and individuals, aiming to enhance classroom experiences, improve access to learning, and support workforce development.

This Annual Human Rights Statement for 2025 outlines our approach to respecting and protecting human rights during the reporting period. As a company operating in diverse jurisdictions, we guarantee compliance with applicable human rights laws and international standards. This statement makes no forward-looking commitments but serves as a factual guarantee of our adherence to relevant legal requirements, including the United Nations Guiding Principles on Business and Human Rights (UNGPs).

**Respect for Human Rights**

NSN Global Services guarantees respect for internationally recognized human rights across all aspects of our operations. We prohibit any involvement in or tolerance of human rights abuses, including forced labor, child labor, human trafficking, and modern slavery. Our policies align with key international frameworks such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and regional instruments like the African Charter on Human and Peoples' Rights.

Compliance is guaranteed through internal human rights due diligence processes that identify, prevent, and mitigate potential impacts on human rights in our activities and business relationships.

**Human Rights in Our Workforce**

We guarantee fair and respectful treatment of all employees and contractors, ensuring safe working conditions, freedom from discrimination, and equal opportunities. Our employment practices comply with labor and human rights laws in each jurisdiction, including:

- U.S. laws such as the Civil Rights Act and Fair Labor Standards Act.
- UK Equality Act 2010 and Human Rights Act 1998.
- EU Charter of Fundamental Rights and equal treatment directives.
- Australian Human Rights Commission Act and Fair Work Act.
- Indian laws like the Bonded Labour System (Abolition) Act and Equal Remuneration Act.
- Relevant human rights protections in African countries (e.g., South African Bill of Rights) and Middle Eastern jurisdictions (e.g., ILO conventions ratified by states like the UAE).

Policies guarantee freedom of association, collective bargaining where applicable, and prohibitions on harassment or exploitation. We provide mechanisms for employees to raise human rights concerns confidentially, with guarantees of non-retaliation in line with whistleblower protections under applicable laws.

**Human Rights in Our Supply Chain and Business Relationships**

NSN Global Services guarantees human rights considerations in our global supply chain and partnerships. Suppliers and business partners are required to adhere to our Supplier Code of Conduct, which mandates compliance with anti-slavery, anti-trafficking, and fair labor standards. We conduct risk-based due diligence to identify and address human rights risks, in accordance with laws such as:

- UK Modern Slavery Act 2015.
- Australian Modern Slavery Act 2018.
- U.S. Trafficking Victims Protection Act.
- EU Corporate Sustainability Due Diligence Directive (where applicable).
- Indian and regional equivalents focusing on labor rights and anti-exploitation.

Where risks are identified, we guarantee appropriate remedial actions as required by law, ensuring no complicity in human rights violations.

**Human Rights Impacts of Our Services**

In our education technology focus, we guarantee that our solutions support positive human rights outcomes, such as the right to education under Article 26 of the Universal Declaration of Human Rights. By providing accessible digital tools, we facilitate equitable access to learning opportunities without discrimination, complying with accessibility and inclusion standards in relevant jurisdictions. We guarantee avoidance of any services that could enable human rights abuses, maintaining ethical deployment in all regions.

**Monitoring, Reporting, and Remediation**

Human rights performance is monitored through internal assessments and third-party audits where required by law. We guarantee access to grievance mechanisms for affected stakeholders, enabling reporting and resolution of potential human rights issues in compliance with the UNGPs' effectiveness criteria. Any identified impacts are addressed promptly to meet legal obligations.

**Conclusion**

In 2025, NSN Global Services upheld human rights standards across our global operations, guaranteeing full compliance with applicable laws and international principles while delivering innovative educational technology solutions. This statement is published on our website for stakeholder transparency. For inquiries related to human rights, please contact us via the channels listed on [www.nsnglobalservices.com](http://www.nsnglobalservices.com).

**NSN Global Services LLC**  
**Dover, Delaware, United States**

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