

NSN Global Services LLC
Annual Human Rights Statement 2026
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 2026 outlines our planned approach to respecting and protecting human rights for the upcoming reporting period. As a company operating in diverse jurisdictions, we intend to comply with applicable human rights laws and international standards. This statement outlines aspirational goals without creating binding commitments, focusing on our planned adherence to relevant legal requirements, including the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Respect for Human Rights

NSN Global Services intends to respect internationally recognized human rights across all aspects of our operations. We plan to prohibit any involvement in or tolerance of human rights abuses, including forced labor, child labor, human trafficking, and modern slavery. Our policies aim to 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 planned to be achieved 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 aim to ensure fair and respectful treatment of all employees and contractors, promoting safe working conditions, freedom from discrimination, and equal opportunities. Our employment practices plan to 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 intend to support freedom of association, collective bargaining where applicable, and prohibitions on harassment or exploitation. We plan to provide mechanisms for employees to raise human rights concerns confidentially, with intentions of non-retaliation in line with whistleblower protections under applicable laws.

Human Rights in Our Supply Chain and Business Relationships

NSN Global Services plans to integrate human rights considerations into our global supply chain and partnerships. Suppliers and business partners will be required to adhere to our Supplier Code of Conduct, which aims to mandate compliance with anti-slavery, anti-trafficking, and fair labor standards. We intend to 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 plan to implement 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 intend to ensure 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 aim to facilitate equitable access to learning opportunities without discrimination, complying with accessibility and inclusion standards in relevant jurisdictions. We plan to avoid any services that could enable human rights abuses, maintaining ethical deployment in all regions.

Monitoring, Reporting, and Remediation

Human rights performance is planned to be monitored through internal assessments and third-party audits where required by law. We intend to provide 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 will be addressed promptly to meet legal obligations.

Conclusion

In 2026, NSN Global Services plans to uphold human rights standards across our global operations, intending to maintain 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.

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